



FINANCIAL TIMES

FRANCE
1789 tremors still shake the nation
Page 3

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Thursday January 12 1989

D 8523A

World News

Protests bring down Montenegro authorities

State and Communist Party leaders in Yugoslavia's southern republic of Montenegro resigned as 50,000 people demonstrated outside government buildings. Page 2

Jets bomb Lebanon

Israeli jets raided positions of the radical Palestinian Fatah Revolutionary Council, led by Abu Nidal, near the southern Lebanese port of Sidon.

'ETA leader' held

French police arrested the military leader of the Spanish Basque separatist group ETA, French government sources said.

Moscow peace bid

Communist Party leaders from the rival Soviet republics of Armenia and Azerbaijan, torn by a year of racial violence and nationalist demonstrations, were summoned to the Kremlin in a bid to settle their disputes.

Soviet census

Questions regarding the Soviet ethnic balance, population mobility and living conditions will be probed over the next four days in the most comprehensive census to be launched since the 1970s. Page 2

Talks breakthrough

Nato countries reportedly achieved a breakthrough in the decade-long talks with Greece and Turkey that threatened to hold up new East-West conventional arms reduction talks. Earlier story, Page 2

Hanoi peace moves

Diplomatic momentum toward peace in Kampuchea increased as former Kampuchean monarch Prince Norodom Sihanouk, dropped two important objections to a settlement and Thailand and Vietnam ended two days of talks in Bangkok. Page 4

Mossad loses ruling

Israeli High Court ruled against the country's military censor and Mossad, its external intelligence service, in a landmark decision which will expand press reporting of national security. Page 4

Drowning in Punjab

About 90 people drowned on their way to a funeral when their boat broke up in a river in Pakistan's Punjab province.

Soviet AIDS tests

Foreigners visiting the Soviet Union for more than three months will have to undergo an AIDS test unless they can produce a certificate proving they are free of the disease.

Kabul food rationing

Afghan Government is to organise day-to-day food distribution and intensify its campaign against hoarding, following reports of shortages of food and other goods in the capital.

Reform plan backed

Possibility of political opposition to the communist authorities in Hungary moved closer as Parliament voted to allow independent parties and public demonstrations. Page 2

French election pact

France's Socialist and Communist parties are expected today to finalise an electoral alliance for March's municipal elections, after three months' open warfare between the two parties. Page 3

Business Summary

Intervention restrains dollar as sterling rises

DOLLAR strength prompted frequent bouts of central bank intervention, while remarks by British Chancellor of the Exchequer Nigel Lawson helped push sterling to 2½-year high against D-Mark. Page 22

LATE BURST of buying, some of it futures-related, helped bias chips advance in New York above a psychological level at 2,200 and to a new record closing since the October 1987 stock market collapse. Dow Jones Industrial Average closed up 13.22 at 2,206.43. Markets, Page 44

BRITISH Government is to retain "golden share" in 10 water authorities in England and Wales for five years after privatisation later this year, and will monitor water company takeovers involving assets of more than £30m (£50m). Page 9

BERNARD Arnault, chairman of Financière Agache, is poised to take over as chairman of Moët Hennessy-Louis Vuitton (LVMH), leading French champagne, cognac and luxury products group, after resignation of Alain Chevalier. Page 23

ROBERT Maxwell, chairman and chief executive of Maxwell Communication Corporation, UK publishing and information group, is selling 25.6 per cent stake in Norton Opex, security and specialist printer. Page 23; Lex, Page 22

CEBUS, French holding company of Italian financier Carlo De Benedetti, is expected to announce bid for 100 per cent control of Dumenil-Leblé, French financial services group of which it already owns 27.7 per cent, potentially creating France's fourth largest listed financial conglomerate. Page 23

ARBEY NATIONAL, second largest UK building society, unveiled plans for first ever building society stock market flotation through free issue of shares to its 5.6m members followed by rights issue to them of over £1bn (£1.5bn). Page 2; Lex, Page 22; Analysis, Page 23

THOMSON Travel's £75m (£122m) takeover of fellow UK travel group Horizon Holidays was given all-clear after three-month investigation by Monopolies and Mergers Commission. Page 3

INDIAN Government plans to lease aircraft for Indian Airlines, publicly owned carrier operating mainly on domestic routes, from other countries. Government delegation has left for talks with Soviet authorities.

JAPANESE share prices hit record levels for third consecutive session. Nikkei closed at 31,143.45, up 136.94. Markets, Page 44

EUROPEAN Parliament and US Congress are to explore jointly new system of binding arbitration for trade disputes. Page 6

World governments pledge not to use chemical weapons

By Edward Mortimer in Paris

A PLEDGE not to use chemical weapons, and a call for their eventual complete elimination, were adopted yesterday by 149 governments at the conclusion of a five-day Paris conference. The conference also called for a stronger UN role in enforcing the ban on the use of chemical weapons, and investigating alleged violations. Mr Roland Dumas, the French Foreign Minister who chaired the conference, described it as "a major step towards the total elimination of chemical weapons." He added that he would lead the French delegation at the next session of the UN disarmament conference in Geneva, both to present the results of the Paris conference and to encourage other delegations to speed up their work on a convention banning the development, production, stockpiling and use of all chemical weapons.

Meanwhile, Mr Dumas said 12 more states had been added to the 128 signatories of the 1925 Geneva Protocol banning the use of chemical weapons, which the conference solemnly reaffirmed, and another two had announced their intention of doing so. The wording of the final declaration adopted by the conference was the fruit of hard bargaining in a summit which during Tuesday night, mainly between industrialised and less

Bonn considers US allegations

Bonn seems to be coming round to agreeing with the US view that West German companies have played a role in supplying the Libyan plant allegedly designed to produce chemical weapons. An unnamed West German Government official was quoted by Reuters yesterday as saying Bonn had evidence that the "US allegations are not groundless," and Chancellor Helmut Kohl was careful not to rule out the possible involvement of German companies. Page 22

developed countries, carefully orchestrated by Mr Kalevi Sorsa, the Finnish Foreign Minister.

The declaration still allows those states which signed the Geneva Protocol to reserve the right to retaliate in kind, if attacked with chemical weapons, does not establish an explicit link between chemical and nuclear disarmament, or set 1990 as a deadline for the conclusion of the Convention banning production and storage of chemical weapons. These omissions represent minor victories for the US,

which has been modernising its chemical arsenal since 1987 and refused to have the negotiations rushed at the expense of agreeing watertight verification procedures. The Declaration does, however, call on the Geneva Conference to "redouble its efforts as a matter of urgency, to resolve expeditiously the remaining issues and to conclude the Convention at the earliest date," and Mr Dumas said that "everyone has the date 1990 in mind."

The US did not succeed in writing the phrase "non-proliferation" into the Declaration, nor any explicit provisions against the export of "precursor" substances. The Declaration does, however, express concern at "the risk of the use of chemical weapons, as long as such weapons remain and are spread," and calls on all states "to exercise restraint and act responsibly."

Finally, the conference hinted at sanctions against future users of chemical weapons, expressing "serious concern at recent violations," as well as "support for appropriate and effective steps taken by the UN" and for the Secretary General "in carrying out his responsibilities for investigations in the event of alleged violations." Conference reports, Page 2; Editorial comment, Page 26

UK airlines check 737s after crash site findings

By Michael Donne, Aerospace Correspondent, in London

BRITISH airlines using Boeing 737-300 and 400 series jet airliners began checks on their CFM-56-3 engines and related electronic systems late yesterday, following recommendations from the investigation into Sunday's crash of the British Midland 737-400 on the M1 motorway near East Midlands Airport in central England. The crash may have been due to "a related failure" of both engines, the Transport Department's Air Accidents Investigation Branch (AAIB) said in a statement, and it recommended the checks to the Civil Aviation Authority.

The airlines involved are Air Europe, Air UK Leisure, British Airways, British Midland, Dan-Air, Monarch and Orion, with collectively 82 aircraft involved, of which 29 are 737-300s and three 737-400s. British Airways was also checking its four Airbus A-320s which also use CFM-56-3 engines. The US Federal Aviation Administration and CFM International, the engine manufacturer, were informed but late yesterday there was no report of similar action on the large US fleets of 737-300s and 400s.

Mr Donald Cooper, UK Chief Inspector of Accidents, said: "Evidence obtained early in the investigation indicated that both the Number One (port) and Number Two (starboard) engines might have suffered a related failure." "Since then, other evidence, including that from the flight data recorder and cockpit voice recorder, has confirmed that there was an in-flight failure of the number one engine which led to an engine fire and a large loss of thrust in the final stage of the approach to the East Midlands airport. Mr Cooper added that the reasons which led to the starboard engine being shut down earlier in the flight were not yet clear. "Detailed examination of the engine is being pursued as a matter of urgency to discover the cause of the failure. The site examination of this engine, so far, has revealed no evidence of fire as was reported by the crew in their radio transmissions."

He added, however, that "a great deal of significant evidence relating to this engine has yet to be obtained, in particular that from detailed

examination of the engine, its warning systems and detailed evidence from the two pilots.

"Much work remains to be done, but from the existing evidence the AAIB have considered it prudent to make the following safety recommendations to the Civil Aviation Authority: "1. That the CAA consider increasing the frequency of existing engine inspections and engine health monitoring on Boeing 737-300 and 737-400 aircraft until the cause of the engine failure(s) are established. "2. That the CAA call for an examination of the Boeing 737-300 and 737-400 engine fire/overheat and vibration monitoring circuitry for left/right engine sense."

The recommendations are now being investigated by the crew of some malfunction of the aircraft's systems as a possible cause of the crash, although human error by the flight crew is still ruled out. Captain Kevin Hunt, the pilot in command, was interviewed. Background, Page 9 Continued on Page 22

Mexican oil workers strike

By Richard Johns in Mexico City and Robert Graham in London

MEXICO'S VITAL oil industry was partially paralysed yesterday as members of the country's powerful oil workers union shut down operations in protest over the surprise arrest on Tuesday of their leader Mr Joaquin Hernandez Galicia. The protests were accompanied by tough statements from Mr Fidel Velazquez, the veteran boss of the government-controlled trade union movement. They underlined the seriousness of the confrontation sparked by President Carlos Salinas de Gortari's decision to arrest the union leader, who had built up a fiefdom within the oil industry. Mexico is the world's fourth largest oil exporter, and oil accounts for 40 per cent of its revenues. The oil workers' union has 110,000 members. Mr Velazquez said: "I am worried, disgusted... I can't allow this to happen in Mexico." But he was reported to have softened his position later after a meeting with Mr Salinas and pledged his support to guarantee labour peace. Despite rumours of possible

fuel shortages, most Mexicans appeared to support the Government's move. Mr Hernandez, known as "La Quina", was arrested with at least 30 others when army units stormed his house in the northern city of Tampico. He is being held on charges of undermining state security. Yesterday six of the country's nine refineries were reported closed along with eight petrochemical plants. Some 6,000 oil workers demonstrated for Control, Page 20 Continued on Page 22

Bank holds further talks with proposed partners

Lazard tries to reassemble GEC bid plan

By Hugo Dixon, Terry Dodsworth and Clay Harris in London

LAZARD Brothers, the UK merchant bank, was working overtime last night to try to put together a consortium bid for GEC, the UK electronics group. The bank's original plan was knocked off course on Tuesday, when STC, the UK's second largest electronics group, said it was unlikely to join the consortium. STC formed a key element in Lazard's plan as it was to take over GEC's telecommunications interests.

Lazard had further discussions with STC yesterday to persuade it back into the consortium. It was unclear whether these discussions were going to be successful. The bank is also in contact with AT&T, the US telecommunications giant. The plan is that AT&T would take over part of GEC's telecommunications business if STC cannot be persuaded.

Lazard is putting together a consortium bid for GEC in part as a response to GEC's own bid with Siemens of West Germany for Plessey, another UK electronics group. The Lazard camp believes that a consortium must be put together within the next few days. GEC shares fell another 7p to 213p, reflecting doubts about the chances of a consortium bid getting off the ground, and the widespread belief that the GEC's own £1.7bn (\$30m) offer for Plessey would shortly be referred to the UK Monopolies and Mergers Commission.

Lord Young, Trade and Industry Secretary, is expected to announce his decision on a referral before the weekend, possibly as early as today. S.G. Warburg and Schroder Wagg, the merchant banks advising GEC/Siemens, meanwhile complained to the Takeover Panel about the absence of any firm news about a possible bid for GEC. At this stage the Panel's inquiries are believed to be no more than routine, although the UK watchdog would demand a further statement if the uncertainty had not been cleared up as a final closing date for the Plessey bid approached.

Plessey shares closed unchanged at 226p, 1p above the GEC/Siemens offer price. A late spurt of trading lifted volume reported on the comput-

er-based Seq system to 23m shares. GEC/Siemens, which so far has disclosed a stake of 1.08 per cent in Plessey, is believed to have picked up about 7m of the shares, to take its interest above 2 per cent. AT&T is considered within the Lazard camp to be only a second-best option, because of its nationality. Its involvement would lead weight to fears that GEC was being carved up by foreign companies.

Barclays, the UK clearing bank which is putting together a \$3.5bn financing package to support any bid by Lazard, is understood to be concerned about the political implications of selling large parts of GEC overseas. It agreed to support the original plan because it would not have involved a foreign carve-up.

AT&T is interested in taking part of GPT, the 50-50 telecom communications joint venture between GEC and Plessey, as it would give it a substantial presence in Europe's telecommunications market. AT&T, however, denied that any of its executives were in the UK to discuss the bid. GE, the US electrical giant, was also in discussions last night to see whether there was any role for it to play in a bid for GEC. It is interested in GEC's power engineering and medical electronics businesses.

The Lazard camp was originally keen that GEC's involvement in a bid should be kept to a minimum to counter arguments of a foreign takeover. However, GE seems to believe it might be able to take part in a bid, if Lazard's original plan falls apart. Mr Jack Welch, GE's chairman and chief executive, has already met Sir John Clark, Plessey's chairman, and is staying in London for several days to examine options. The US company's UK merchant bank, N.M. Rothschild, said: "GE is not going to form a second consortium and it is not going to bid for GEC itself."

There were suggestions within the Lazard camp that STC was playing for a better position by saying it was unlikely to join the consortium. STC is unhappy with the price of about £1.8bn that is being asked for GPT. Background, Page 30

Barclays chief defends support for takeover

By David Lascelles, Banking Editor, in London

MR JOHN QUINTON, the chairman of Barclays Bank, went on the offensive yesterday to justify his bank's backing for the planned £7bn (\$11.2bn) bid for Britain's General Electric Company despite the fact that GEC's chairman, Lord Prior, was on his board. But he also said he had to wrestle with his conscience over how to break the news of the backing to his fellow director. In the event, he did not have to. Lord Prior found out about it from another bank and resigned in anger last Friday, sparking a controversy within the UK business establishment over banking loyalties. It also emerged that this was not the first time Lord Prior had learnt from someone else that Barclays was considering financing a predator on GEC.

Mr Quinton maintained in an interview yesterday that Barclays had acted honourably throughout the deal, not only in its decision to back the consortium, led by Lazard Brothers, the UK merchant bank, trying to bid for GEC but in the way it handled sensitive information about it. Although Lord Prior was on his board, he said, Barclays owed its main duty to clients for whom it was a lead bank. These included the UK electronics companies Plessey and STC, which are part of the bidding consortium, but not GEC for which Barclays was only secondary banker. "If we have to make a choice, we favour people for whom we are lead bank," he said. "GEC have many banking relationships." (GEC says that Midland is its lead bank, and it has now closed its account at Barclays). In order to limit conflicts, Barclays has an elaborate system for deciding who it will support in bids which pit clients against each other. This takes into account the relationship, who is the aggressor, and a host of other economic and political factors, including in GEC's case, the likelihood of losing a blue chip customer.

According to Mr Quinton, there is also a complex system of Chinese walls to ensure that information about bids does not leak from one part of the bank to another. "We have 20 pages of guidelines for people involved in situations where there are conflicts," he said. Continued on Page 22

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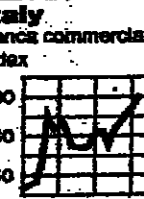
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MARKETS



STERLING		STOCK INDICES	
New York close	\$1.7885 (1.7850)	New York close	Dow Jones Ind. Av.
London	£1.7810 (1.785)	S&P Comp	226.01 (+1.53)
DM	DM1.82525 (1.8325)	London	FT-SE 100
FF	FF6.2170 (6.2515)	World	141.33 (Tues)
SP	SP11.55225 (11.5575)	Tokyo	Nikkei Ave
Y125	Y125.825 (126.25)	Frankfurt	Commerzbank
DM	DM1.8285 (1.8360)	1,887.7 (+4.4)	
FF	FF6.2300 (6.2535)	OIL	Brent 15-day (Argus)
SP	SP11.5560 (11.5645)	\$16.325 (+.20) (Feb)	West Tex Crude
Y125	Y125.10 (125.30)	\$17.915 (+.39) (Feb)	
New York	late Feb		
Comex Feb	\$404.7 (405.8)		

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EUROPEAN NEWS

Paris conference declaration signed with reservations, says minister

Iraq pledge on chemical weapons expertise

By Edward Mortimer in Paris

IRAQ does not intend to help other countries follow its example in developing and using chemical weapons, Mr Tariq Aziz, Iraq's Foreign Minister, said yesterday.

Speaking shortly before the end of the Paris conference on banning chemical weapons, he was asked about reports that Iraq now knows more about such weapons than any other state, and that many other countries were approaching it for technical and military advice about them.

"Whatever experience we have, we will not spread it to others," he said. Iraq had had to face "a terrible threat to our country (from Iran) and we did our best to defend ourselves."

But that was now over. Iraq's present efforts were directed towards peace, "and we are not very much fond of exporting our experiences in this respect."

Mr Aziz denied that Iraq's possession of nuclear weapons, failure to sign the nuclear non-proliferation treaty, and refusal to reach peace with its neighbours. "The final declaration of the conference, he said, fell short of what he and other Arab ministers wanted by failing to 'highlight' this situation. None the less, Iraq shared the aims of the conference, and was anxious to join in the negotiation of a total ban on chemical weapons at the UN disarmament conference in Geneva.

Soviet census to probe issue of ethnic balance

By Quentin Peel in Moscow

KEY QUESTIONS regarding the ethnic balance, mobility and living conditions of the Soviet Union's multi-ethnic population will be probed over the next four days in the most comprehensive census to be launched since the 1920s.

The exercise has been brought forward by one year to provide essential and reliable information for the next five-year plan, the first to be designed entirely for the economic reforms of Mr Mikhail Gorbachev.

For the first time since 1926, housing and living conditions will be included in the questionnaire, being distributed by more than 1m part-time tellers.

However, the most sensitive issue is likely to be information on the ethnic composition of the 15 republics in the USSR, and the rate of population growth among the non-Russian minorities.

W German economy grows by 3.4%

By Andrew Fisher in Frankfurt

WEST GERMANY'S economy grew by 3.4 per cent last year, mainly propelled by strong export demand which more than compensated for the weaker trend in private consumption.

The figure, announced by the Federal Statistics Office, is in line with Government and independent forecasts of around 3.5 per cent, though expansion is expected to slow in 1989.

UN officials sceptical about power to investigate

By A Special Correspondent

THE PARIS conference has reaffirmed its support for the United Nations Secretary-General's role as an investigator of chemical weapons violations. But past experience has made the UN Secretariat sceptical about how free a hand it will get.

Attempts to investigate even the most horrific attacks have faced harsh political constraints. Security Council members have maintained an informal right to veto or delay UN probes, and particularly in the case of France and the US, they have shown little inclination to give it up.

Last June, France and the US rejected a British proposal for the Secretary-General to be granted the authority to investigate chemical weapons without consulting the Council.

In theory, the Secretary-General has had the authority to investigate alleged attacks since the General Assembly voted unanimously to let him do so in 1987. In practice, the Secretariat has asked the Security Council each time.

A string of inconsistent UN responses to chemical weapons attacks illustrates the political pressures to which the Secretary-General has been subjected.

Using soil and weapons analyses, it is relatively easy for military experts to determine if chemical weapons have been used, how, and by whom. In May 1987, a UN team approved by the Security Council did just that, concluding that Iraq used nerve gas rockets and mustard bombs against civilians in the Iranian city of Khormanshahr.

The team's report also said Iraqi soldiers had been hit by toxic weapons. UN officials said privately that the team suspected the Iraqis had injured themselves by accident - a line of reasoning which for political reasons was not pursued by the UN.

The Secretary-General faced even more pressure to suppress an investigation in March 1988, when a chemical bombardment by Baghdad's forces of the Iraqi city of Halabja killed thousands of Kurds.

Iran requested an inspection similar to the 1987 one. But the mood of the Security Council had shifted against Tehran because of its refusal to accept a UN peace plan. Iraq's Third World allies, anxious to keep the heat on Iran, pressed the Secretary-General to "call off the dogs," according to a Western diplomat.

Only when Iran threatened to cut off peace talks with the UN did the Secretary-General come up with a compromise, sending one Spanish physician to visit the wounded in Iran, rather than the usual four or five military experts. Dr Manuel Dominguez concluded the toxic weapons had been used, but could not say who used them.

Iraqi chemical warfare attacks, which some say helped turn the war in Baghdad's favour, continued through May and June, without the UN naming Iraq as the user.

Only after Iran agreed to a ceasefire in August did the Council permit a UN team to conduct a thorough investigation. It concluded that Iraq conducted a ferocious mustard gas attack on August 2 on the city of Qishnawiyeh.

UN officials cautioned that while the Secretary-General would prefer greater independence on chemical weapons, he might be reluctant to take on the role unless given specific assurances he will be left free of political pressures.

Meanwhile, British officials said a UN team is drawing up plans for more vigorous investigations, to be implemented in the event that such procedures are approved by the superpowers.

The team, in which most political blocs are represented, was established by a General Assembly vote in 1985, and it is due to convene in Geneva.

Mr Mikhail Korolyov, chairman of Goskomstat, the state statistics committee, promised this week that there would be no "blank spots" in the census, with the first results due for publication by April.

The Soviet Union is to introduce compulsory AIDS tests for all foreigners living for more than three months in the country, Mr Gernady Gerastov, the Foreign Ministry spokesman, said yesterday. He said that three times as many foreigners as Soviet citizens had been diagnosed as carriers of the virus. Among 17m people tested, 324 foreigners and 113 Soviet citizens had been identified as carriers.

Czechs list 38 insolvent companies

MANY of Czechoslovakia's largest companies are insolvent and will be restructured because no one wanted to buy their products, according to the State Bank, Reuter reports from Prague.

Mr Jan Mitro, the bank's president, was quoted in Tuesday's edition of Enda Pravo, the Communist Party daily, as saying the main cause of insolvency was the accumulation of superfluous and poor quality stock which could not be sold.

He said 38 companies would be streamlined and their production subjected to stricter quality control in a programme aimed at restoring financial viability by 1991.

A list of the companies, published in the newspaper, put the combined total of their insolvency at 150n crowns (233m).

They include engineering companies Skoda Pilsen, ZGT Martin and Zetor Brno, arms manufacturers Zbrojovka Vsetin and ZVS Dubnica, and electronics companies Tesla Stranice and Tesla Pardubice.

Also listed were all Czechoslovakia's car and truck manufacturers - Tatra Kopřivnice, Avia Praha, AZNP Mlada Boleslav and LIAZ Jablonec - and several textile and glass manufacturers and construction companies.

Overall insolvency of Czechoslovak enterprises rose to 45n crowns in 1988 from 31n in 1986, Enda Pravo said.

According to Western estimates, economic growth slowed to 2.3 per cent last year from 2.5 per cent in 1987.

Also helping the economy in 1988 were the low oil prices, the capital investment surge in Western Europe, and the relatively weaker D-mark. The rise in GNP was the strongest since 1979, when a real rate of 4 per cent was recorded. It contrasted strongly with the sharp expectations at the start of the year, before the effects of the mild winter on the construction industry were felt.

Also helping the economy in 1988 were the low oil prices, the capital investment surge in Western Europe, and the relatively weaker D-mark. The rise in GNP was the strongest since 1979, when a real rate of 4 per cent was recorded. It contrasted strongly with the sharp expectations at the start of the year, before the effects of the mild winter on the construction industry were felt.

In real terms, after allowing for price rises, exports of goods and services rose by 5.1 per cent against a rise of 6.4 per cent in imports. The statistics office said Germany's terms of trade improved by 1.5 per cent, comprising a rise of 2.1 per cent in export prices and one of 0.6 per cent in import prices.

In nominal terms, the foreign component of GNP - the difference between the export and import of goods and services - rose to DM121.3bn (237bn) from DM111.1bn, though in real terms, it fell from DM49bn to DM46.7bn. Private consumption was up by only a real 2.7 per cent against 3.5 per cent in 1987.

Mr Daimler-Benz, the West German motor group which has diversified into electronics, defence, and aerospace, yesterday held talks with British Aerospace on possible areas of future co-operation.

Hungary's reform laws passed

By Leslie Collie in Berlin

HUNGARY'S Parliament yesterday approved political reform laws guaranteeing the rights of assembly and association.

After two days of heated debate on the pace of the reforms, legislators reached a compromise agreement with the Government in return for a nearly unanimous vote on the bills. The Government promised to draft a new law on political parties by August 1.

Although the Law on Association provides for independent political organisations, it does not provide for political parties. This is to be covered under forthcoming legislation which will set out the conditions under which parties may be established. It is to be incorporated in a new constitution which is to be enacted in time for elections in 1991.

Bid to end Greek-Turkish deadlock on arms talks

By Judy Dempsey in Vienna

NATO countries, after intense discussions, last night again attempted to break the deadlock between Greece and Turkey over what parts of the latter should be excluded in new conventional arms reduction talks.

Greece continues to insist that the southern Turkish part of Mersin, an important transportation centre for northern Cyprus, should be included in the final mandate on Conventional Stability Talks (CST) which groups together the 16 Nato and seven Warsaw Pact states.

It is understood that Greece and Turkey yesterday blocked a compromise text related specifically to the disputed zone.

Unless a compromise is agreed today, it could radically upset the timetable for the conclusion next week of the Vienna review meeting of the Conference on Security and Co-operation in Europe (CSCE).

Foreign ministers from the 35 states which signed the original 1975 Helsinki Accords at the CSCE are expected in Vienna on January 17.

Romania yesterday indicated to the Austrians that it would not block consensus in the final draft CSCE document, despite earlier reservations about the text.

Protests force leaders to quit in Montenegro

COMMUNIST AND state leaders in Montenegro, Yugoslavia's smallest republic, resigned on mass yesterday in the face of a wave of protests over the economy and abuse of power, Reuter reports from Belgrade.

Two days of demonstrations in Titograd by 120,000 workers and students forced top party and state officials to quit in a republic of multi-ethnic Yugoslavia for the second time in three months.

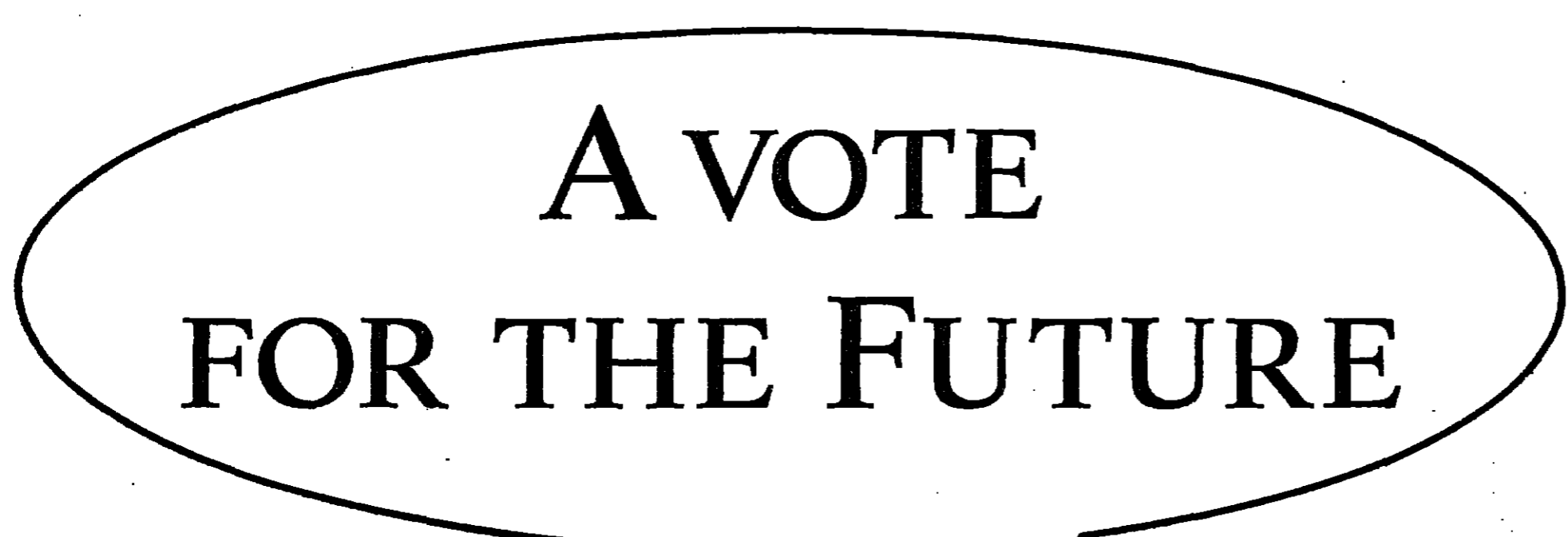
The latest unseating of leaders highlighted economic hardships, ethnic strife and worker unrest in Yugoslavia which caused Prime Minister Branko Mikulic's government to resign last October thousands of workers toppled regional leaders in northern Vojvodina province, a part of the Serbian

republic, but a similar attempt in Montenegro a few days later was crushed by riot police.

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EUROPEAN NEWS

French left-wing parties agree electoral pact

By George Graham in Paris

FRANCE'S Socialist and Communist parties are expected to seal today on their electoral alliance in March's municipal elections.

Mr Pierre Mauroy, secretary general of the Socialist party, and Mr Georges Marchais, the Communist leader, will sign a joint declaration, setting their policy differences at national level and opening the way for local negotiations over which should take the lead in each municipality.

The past three months have seen open warfare between the two parties, with the Socialist Government blaming the Communists for exploiting the wave of public sector strikes which brought postal and transport services to a halt.

For the Socialists, the agreement brings a measure of security in Parliament, where the Government does not have an

absolute majority. Mr Rocard has already fought off a right-wing censure motion thanks to Communist abstention.

Tomorrow's joint declaration includes an implicit Communist commitment not to join the right in a censure motion for the rest of the parliament.

For the Communists, the deal offers the alliance they need to hold on to their cherished municipal power bases, especially in the Paris suburbs and in the north of France.

The two parties have had difficulty in reaching an agreement on how to divide up the municipalities. The Communists have now relaxed slightly their demand for a line-up unchanged from the last municipal elections in 1983, when the right won 21 towns with over 30,000 inhabitants from the left, 16 of them previously held by the Communists.

Outgoing Communist mayors are expected still to lead the left-wing alliance into the March elections (with one or two possible exceptions such as Amiens) but the Socialists may take over in some municipalities where a Communist leader lost in 1983.

Revolutionary tremors shake France 200 years on

In spite of professorial claims to the contrary, old conflicts are still reflected in contemporary issues

IT IS NOT easy for a civilised, democratic country to celebrate the anniversary of a revolution, even its own, or perhaps that sentence should read "especially not its own".

A People's Republic may reveal only too appropriately in the commemoration of the frightful events which substituted one oppressive regime for another, but in a stable, pluralist system, there can hardly fail to be a deep ambivalence about the violent rupture which may have been its necessary precursor.

To those who are not French, the French Revolution may perhaps appear to be something which happened long ago and, metaphorically speaking, far away. Very important, of course, and very dramatic; but in the history of Europe there have been many dramatic upheavals before and since.

By now, one might think, the painful memory of regicide, the Terror, the civil war, and the mad pursuit of Empire, should have had time to fade away.

Yet 200 years after the events which shook the world, France is still only too obviously and vibrantly alive with ambivalent feelings about them. This is not just a case of left-right antagonism between today's ideologists, though obviously the left feels much

better about the Revolution than the right.

No, the process of looking back to 1789 and the years and decades which followed, seems to be evoking deep echoes about France's history and identity.

In theory the revolutionary explosion of 1789 took place a long time ago by a distant shore; in reality its waves are still reaching France, and Europe, over a deep underflow.

François Furet, the fashionable doyen of French historians of the period, and author of two massive new books on this subject, gained notoriety with his claim that "La Revolution Française est terminée".

Professor Furet upset left-wing apologists of an idealistic interpretation of the Revolution, because his analysis seemed to lean (with qualifications) towards the conservative views of Burke, Chateaubriand and Tocqueville.

But part of his aim has been to break free from the age-old interpretative quarrels between left and right, and to argue that the Revolution is over because its ideas have at last triumphed in a politically united country.

Such a conciliatory thesis has obvious appeal. Despite the apparently insatiable popular appetite for title-tattle about the British and Monegasque royal families, monarchists in France are by now a negligible minority; almost no one seriously challenges the legitimacy of the Republic; a new revolution is not on the agenda.

At second glance, however, the Furet proposition seems less self-evident. According to the conventional wisdom, France's Fifth Republic represents the attainment of political stability. After 200 years of

past 20 years, since the resignation of General Charles de Gaulle, and it proved to have strong predictive powers in forecasting the defeat of the conservatives in last year's presidential election.

Prime Minister Michel Rocard claims that the old left-right quarrels, over money and religion, are now dead; if so, death was rather recent.

Ever since the Revolution, the French educational system has been a battle-ground of republicans against conservatives, lay people against Catholics; as recently as five years ago a Socialist government fell when it tried to curb the (state-funded) privileges of the "free" (i.e. Catholic) schools; two years ago, a conservative attempt to introduce selective entry to universities brought school pupils on to the streets in their thousands, and the measure was withdrawn.

The biggest reform of the educational system, in the 1980s, was conducted in terms of the symbolism of the Republican Revolution; and it seems inevitable that Republican incantations will again dominate the "revolutionary" reform of the education system which is about to be launched by the Rocard government.

The central problem with celebrating the Revolution is selectivity or compartmentalisation. The late Edgar Faure,

briefly major-domo of the bicentenary arrangements, sought to play safe by emphasising the declaration of human rights; he did not emphasise that there were three such declarations, each adapted to the rapidly changing political circumstances.

One declaration may be a triumph of the human spirit; with three, the original solemnity looks dangerously like hypocrisy.

Even if France has now reached a haven of political stability, however, it is hard to deny that the prolonged intervening turbulence, in France and in Europe, must have been part of the legacy of the revolution in its wider sense.

Last year's sudden upsurge of support for Jean-Marie Le Pen and his National Front showed that France was suffering from serious nightmares. The obvious names of the nightmares were immigration and unemployment; but other ghosts, too, were clearly troubling the French: a desperate mixture of hope and fear linked to the single European market, the Algerian war, the fall of France and the Vichy syndrome, 130 years of conflicts with Germany, François Furet's new history of the revolution takes the narrative up to 1890; if that is not an eloquent comment from a man who says the revolution is over, I do not

Bagnoli: more symbol than steel plant

WHEN IT was built at the turn of the century the Bagnoli steelworks stood outside the city of Naples, towering sentinel at the northern end of its glorious bay.

Urban growth has since engulfed the plant, physically attaching it to the city's heart and generating such an emotional strength that most commercial and industrial activity in Naples stopped for a few hours yesterday for the fourth time in five years "in defence" of Bagnoli.

Rarely has any factory anywhere acquired a symbolic identity so out of proportion to its economic or social value.

In Naples, Bagnoli stands for years of bad judgments and broken promises by the central government in Rome; in Italy as a whole it is the symbol of £13,000bn (£5.5bn) consumed over the past eight years by an inefficient and badly managed public steel industry; in Brussels, it is the monument to the domestic political fudges in Italy which so often put in question Italy's reliability as a European Community partner.

Successive Italian governments have made a mess of Bagnoli. In the late 1970s when the EC's structural surplus of steel capacity was clearly emerging, Rome was still developing the national steel industry as a vehicle for economic development in the Mezzogiorno.

Plans for a new integrated plant at Gioia Tauro in Calabria were eventually abandoned, but a hesitant and qualified EC blessing was secured for redevelopment at Bagnoli based on the installation of two new blast furnaces and the construction of modern rolling mill for the production of hot rolled coils.

To Italian governments the social imperatives of the L900bn plan appeared overwhelming. Bagnoli was employing around 7,500 people in a crumbling, poor, deprived Naples.

The trade unions were united in insisting that the Neapolitan economy could not stand the shock of closure, so workers were laid off on nearly full pay for more than a year while the plant was redeveloped and then re-opened in mid-1984.

But, from its first days, the "new" Bagnoli was a suitable candidate for permanent closure. Italy was bringing up the rear in the programme of EC steel restructuring and as part of its insistence that Rome close 5.5m tonnes of capacity,

only one of Bagnoli's new furnaces was allowed to operate.

Hence its designation by experts inside and outside Finmeccanica, the steel company, as "structurally uncompetitive." The losses have consequently piled up: L156bn in 1986 and L200bn in 1987. But even as employment at the plant has dwindled to around 3,000, the Government still refuses to contemplate closure.

The profitable parts of Finmeccanica have now been grouped into a new company, Iva, which rightly regards Bagnoli as a "political" plant, not an industrial one. Having rejected the idea of closure, the present government failed, none the less, to carry its view in Brussels that the future of the melting shop should be left open at least until June 30.

This was partly because the minister in charge of the negotiations with the European Commission and other member states, Mr Carlo Fracanzani, clearly did not believe in the case for retaining steelmaking, despite the 2,400 jobs at stake.

Mr Fracanzani's mistake, however, was not to prepare public opinion or his colleagues for last month's Commission decision that the melting shop should close at the end of June. Mr Pietro Lezzi, the Mayor of Naples, said yesterday that its closure would leave the rolling mill so clearly uneconomic that Bagnoli would be condemned to a "slow death."

The Deputy Prime Minister, the Socialist Mr Gianni De Michelis, has now legitimised the union campaign to preserve Bagnoli as it is by inventing the doctrine that the decision on the melting shop belongs to Rome and will be taken on the basis of whether it would be economic to retain it.

This is now being examined by a joint union-management committee at Iva. But few experts believe that Bagnoli can operate profitably without further substantial investment because its costs are significantly higher than French or West German competition.

Nevertheless, the 10,000 workers who filed through Naples yesterday are at one with the Government in believing that Italy must make the Commission and its EC partners think again.

Which is what the Government will probably try to do. All Italian parties have their eyes firmly fixed on June's elections to the European Parliament, and with the opposition Communist party firmly behind Bagnoli's workers, neither the Christian Democrats nor the Socialists look likely in the meantime to find the political courage to confront the unions on this or any other major issue.

Bulgaria relaxes the reins

By Judy Dempsey in Vienna

THE BULGARIAN authorities, grappling with a series of heavily drawn-up economic reform plans, announced a sweeping change in the organisation of enterprises aimed at weakening the role of central planning and introducing small, privately-run companies.

The new decree, published in Sofia earlier this week, is designed to give enterprises more autonomy. It also appears to allow managers to issue bonds and shares.

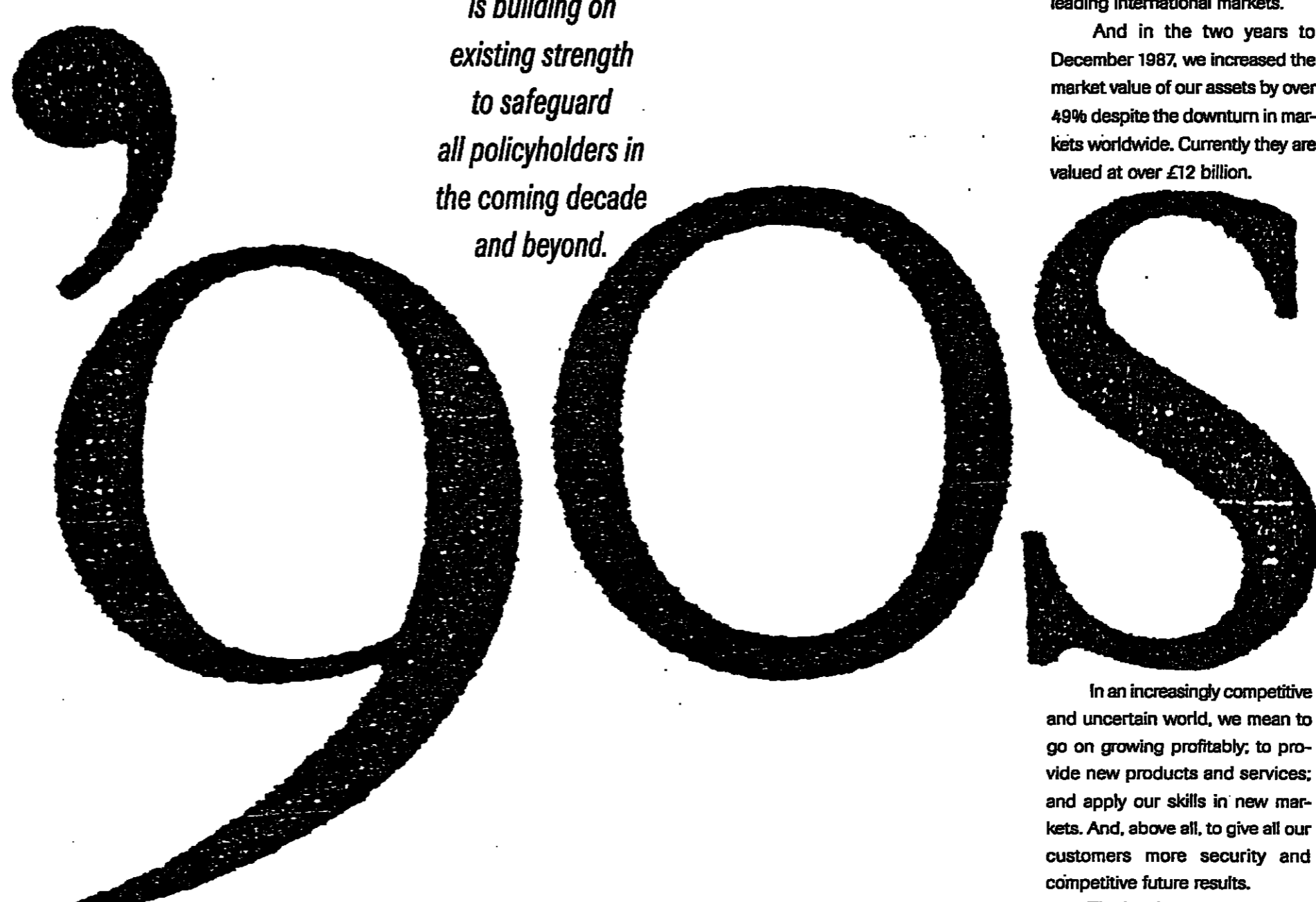
In addition, the authorities,

in what is considered an important re-think on the running of the economy, will allow individuals to set up their own private companies, provided they no more than 10 people.

These new enterprises will be free to set their own prices "in accordance with prices on the international market."

The decree also loosens the grip of the Foreign Trade Ministry, giving enterprises the right to carry out foreign economic relations "independently."

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OVERSEAS NEWS

Vietnam, Thailand mend their relationship

THE DIPLOMATIC momentum towards resolution of the Kampuchean conflict increased again yesterday with Thailand and Vietnam declaring an end to a decade of mutual recriminations and Prince Norodom Sihanouk, the former Kampuchean monarch, dropping two important objections to a settlement, Agencies report.

In Bangkok Mr Nguyen Co Thach, Vietnam's Foreign Minister, beaming after two days of talks, said the former Kampuchean monarch, dropping two important objections to a settlement, Agencies report.

Referring to the plan for Vietnam to pull out all its forces out of Kampuchea by September if a political solution is reached, he said: "I think after September everything will be all right" in bilateral relations.

In Paris, Prince Sihanouk has dropped two conditions from his five-point peace plan for the country during meetings with Asian foreign ministers this week.

He has withdrawn his demand that an international peacekeeping force be stationed in Kampuchea after the rival factions make peace - he will now accept an enlarged international control commission in its place. He has also abandoned his condition that the Vietnam-backed government in Kampuchea be dismantled before a provisional peacetime government could be set up.

He has, too, reversed his call for President Suharto of Indonesia to postpone talks between the warring Kampuchean factions in Jakarta next month and now says he will attend.

Prince Sihanouk has been meeting Mr Sonke Uno, the Japanese Foreign Minister, Mr Al Atatas, the Indonesian Foreign Minister and Mr Qichen, the Chinese Foreign Minister, all of whom have been in Paris for the international conference on banning chemical weapons.

The impetus for the present flurry of diplomacy on Kampuchea came from a meeting in Moscow last month between the Chinese and Soviet foreign ministers. Moscow is the main backer of the Vietnamese occupation and of Hun Sen's regime, installed in Phnom Penh after the invasion in 1978, while Peking has supported the Khmer Rouge.

Robin Farley, Asia Editor, writes: All parties to the Kampuchean conflict are slowly responding to pressure from China and the Soviet Union, both of which are determined to see the dispute concluded. Moscow, tired of the cost of backing the occupation, is forcing the Vietnamese withdrawal.

The Chinese, for their part, are tired of the harm done to their international image by backing for Pol Pot's Khmer Rouge which massacred millions in the four years before the invasion.

Prince Sihanouk has turned into an unpredictable master, sometimes initiating peace talks and other times scuppering them. His latest concessions represent another abrupt switch from a rigid position, partly under pressure from China but also partly because of his own strategic manoeuvring to ensure that he is Kampuchea's next leader.

Although he remains the most likely leader and the only one with any credible chance of holding the warring factions of Kampuchea together, the peace process of the past few weeks has greatly enhanced the international standing of Hun Sen, whose government celebrated 10 years in power last Saturday.

Dakar rally circus leaves a nasty taste in Timbuktu Paul Betts reports on an annual 24 hours of Western bustle at a decaying outpost of the desert

THIS may be the 20th century, but two desert caravans still arrive once a year at Timbuktu. One has been coming for centuries, bringing on the back of a few camels some bars of salt mined 600 miles away in the Sahara at Taoudeni.

The other is a much more recent and noisy convoy which has roared through the city for the past 11 years, bringing very briefly to this dusty and decaying outpost on the fringe of the desert all the hustle and bustle of the Western world.

The Paris-Dakar rally arrived in Timbuktu on Sunday and was already gone on Monday. For 24 hours, souped-up prototypes lifted clouds of dust in the sandy tracks between the tiny airport and the two hotels in the city.

More than 30 small aircraft descended on the airport, converting it into a jet-set camping ground, giving the Tuaregs and the other local inhabitants a taste of the Riviera at the height of the summer season.

Under the Michelin Beachcraft, people were serving Chateaufort du Pape with dinner. Manicured blondes in white

STATEMENT NARROWS POLICY GAP WITH PERES Shamir hints at UN role in Mideast talks

By Andrew Whitley in Jerusalem

MR YITZHAK SHAMIR, the Israeli Prime Minister, has for the first time acknowledged a leading role for the United Nations in hosting Middle East peace talks.

In a speech to a delegation of European parliamentarians, the right-wing Israeli leader said that direct negotiations between regional parties to the conflict could take place under the auspices of either the superpowers or the UN. The only condition attached was that the hosts refrain from interfering in the substance of the talks.

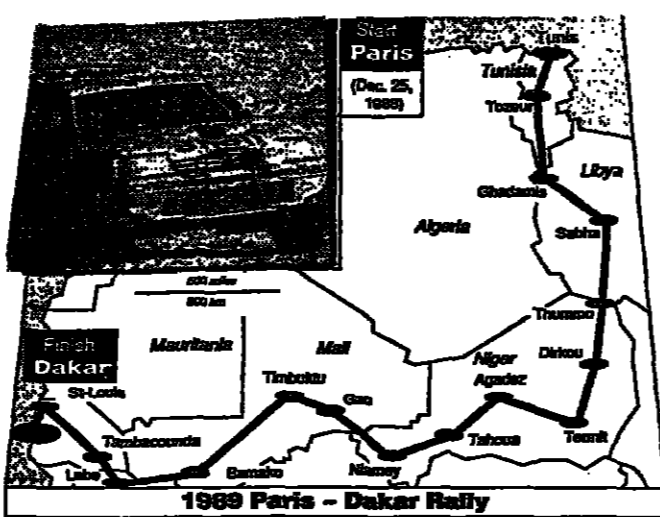
Mr Shamir's sides yesterday played down the significance of his words, saying that he still rejected the idea of a UN-sponsored international peace conference. But the statement does appear to indicate a significant policy reappraisal by

someone who has previously rejected virtually any role for the UN in regional peacemaking, and brings Mr Shamir closer to the positions being taken by the US, the Soviet Union and Egypt.

It also narrows the old policy gap with Mr Shimon Peres, the Labour leader, now serving under him as Finance Minister. Western diplomats say the Prime Minister appears to be manoeuvring to regain the initiative from the Palestine Liberation Organisation and simultaneously to soften Israel's rejectionist image abroad. Mr Shamir is due to visit Washington in February, soon after the inauguration of President George Bush, and is clearly anxious to demonstrate flexibility over the stalled Middle East peace process.

Senior Israeli officials have stressed that no comprehensive peace plan has been finalised yet. But the hints of change currently being dropped at regular intervals should be seen as a testing of the waters, both at home and abroad. Soon after Israel's November election, Mr Shamir revived the idea of peace talks under the aegis of the two superpowers. He has also let it be known that he is prepared to update the 1978 Camp David accords he insists should remain the basis of negotiations.

Expanding on the Prime Minister's cryptic remarks about the UN, Mr Yossi Ben-Aharon, a top aide, was quoted yesterday as saying that the way in which the UN helped bring about a ceasefire



When the last aircraft and the last car had gone on Monday, the airport looked like a huge garbage tip. The prices of souvenirs suddenly tumbled and the locals wandered round rummaging through the rubbish for empty bottles and broken bits of metal and plastic. In its 11 years, the Paris-Dakar rally, followed by a posse of 200 journalists and

photographers, has always provoked controversy. Even participants sometimes grudgingly acknowledge that there is something obscene about the race. "You can't help thinking that there is something wrong. The contrast between this multi-million-dollar circus and these starving countries is an exercise in bad taste," said one French participant. "But it is still one of the most exciting and adventurous races in the world."

There was indeed a feeling in the Timbuktu caravan that the Paris-Dakar was beginning to lose some of its lustre as the big professional teams take over the race. Peugeot, for example, decided in Timbuktu to toss a coin between its two leading drivers to decide which would cross first the finishing line in Dakar this week. The controversial decision was taken to prevent the two drivers, Ari Vartanen and Jacky Ickx, from competing too viciously and risk smashing one of the cars. Our main purpose is to make sure that there are two or three Peugeots in the top three at Dakar," was the explanation of a Peugeot official.

"You can't really blame the car companies, but it is a shame," admitted Mr Gilbert Sabine, the rally organiser. As for all the ethical criticisms, he emphasised that the African countries were keen for the race to go through their towns. "It's the most important event of the year for us," said the driver of the bush taxi, a battered Peugeot 404 pick-up truck, bumping past the dusty poster outside Timbuktu welcoming visitors to "the black pearl of the desert". "This rally is good for us," said Mr Alassane Dicko, the secretary-general of the Timbuktu town hall, in his cool office overlooking a tiny vegetable plot in the sand.

Timbuktu is a key rally stop. "If you haven't reached Timbuktu, you haven't really succeeded in the race," said Mr Dicko. But little is left of the golden days of the city when it was a thriving cosmopolitan centre, sacred to learning and a hub for desert commerce. Drought and desertification have reduced trade to the one big salt caravan a year, the *Asazin*, as well as a little barter conducted by the local tribes in the holy city's three

markets. From a population of more than 100,000 people a century or so ago, there are now barely 20,000 inhabitants, and about 400 people leave each year. Of the universities, only one is left and the Koranic schools are reduced to their most simple expression. Disease is everywhere and the infant mortality rate is 10 times that of France.

The city suffers from a chronic shortage of water, even though the last year has seen several years. The monuments and buildings are crumbling. The house of René Caillie - the explorer who first established lasting ties between France and Timbuktu - has fallen to pieces, paradoxically, because of the recent rains.

However, each year when the Paris-Dakar circus comes to town, Timbuktu for a brief 24 hours relives some of the bustle of its past. It does not last long and it leaves a rather nasty taste in the mouth. But as the young black man who sold me an old pot for Fr 20, the equivalent of nearly one week's wages, said: "It helps us do good business."

Hyundai in row about attacks on unionists

By Maggie Ford in Seoul

THE HYUNDAI business group, one of South Korea's top four companies, is embroiled in a second big row over its labour practices following a violent attack on trade unionists at its shipbuilding subsidiary.

Mr Han Yoo Dong, executive managing director at the Hyundai Engine plant, was yesterday questioned by police who believe that he may have organised a group of men who attacked the unionists with clubs and pipes. More than 30 workers were hurt, several seriously.

A Korean American had earlier taken the blame for the incident, which involved 30 men who raided a meeting of unionists late at night. Nine other men are under investigation.

The violent attempt at suppressing the Hyundai union follows a three-week strike at the shipyard in December. Several thousand staff were still refusing to return to work.

Last year Hyundai attracted severe criticism when management of its construction company organised the kidnapping of a white collar union leader who was snatched late at night by a gang of men after a meeting with management.

He was held in a remote country village for a week. Several senior executives were later arrested and charged.

A number of other companies have recently used gangs of violent men to break strikes and intimidate workers, including Samsung, the country's largest company, which has three unions. The gangs, described as "save the company squads" have also been employed by Motorola, the US semiconductor manufacturer to prevent a union being formed at its Seoul subsidiary.

The International Workers' Federation in Geneva has also been protesting to the Seoul Government about the use of an "arsenal of dirty tricks including lockouts and beatings" to prevent the formation of unions.

The gangs, who are reminiscent of the "save the company squads" used to break unions in Japan after the Second World War, have been especially active in an export processing zone in the south-west of the country where many Japanese companies have set up subsidiaries and joint ventures.

US soldiers stationed in the South Korean provincial city of Taegu have been warned not to wear uniforms off the military base and not to travel alone. The warning follows a minor firebomb attack on an army truck in which one soldier was slightly injured.

High Court rules against Mossad over press report

By Andrew Whitley

THE Israeli High Court has ruled against the country's military censor and Mossad, its external intelligence service, in a landmark decision which will expand press reporting of the previously closed world of national security.

The unlikely hero is a small Tel Aviv weekly, Ha'ir, which since last August has been trying to publish an article criticising the near-legendary Mossad for recent blunders. The two best known slip-ups - the discovery of false British passports in a telephone booth in West Germany and the exposure of a Mossad spy ring in Britain - led to a year-long break in co-operation between the British and Israeli intelligence services.

Each version of the article was either rejected or badly mutilated by Brigadier General

Yitzhak Shani, the chief censor, prompting Ha'ir's editors to take the case to court.

The odds were heavily stacked against the journalists, as the political and judicial establishment has in the past jealously guarded the intelligence community from any public discussion.

The Mossad chief at the centre of the row, whose identity cannot be disclosed, was due to retire soon after nearly seven years in the post. His original retirement date, last October, was extended to allow the new government to select his successor. Following the High Court ruling, security officials confirmed that the changeover would take place shortly. But the Prime Minister's office took the unusual step of issuing a statement denying any connection between the two events.

Sri Lanka's five-year emergency ends today

By Mervyn de Silva in Colombo

SRI LANKA'S five-year emergency ends today after President Ranasinghe Premadasa said that the improving security situation did not justify its extension.

The emergency laws have to be passed by parliament each month. The former President Junius Jayawardene dissolved parliament on December 20, a day after Mr Premadasa, then Prime Minister, narrowly defeated Mrs Sirimavo Bandaranaike in a bitterly fought presidential election marred by violence. Mrs Bandaranaike petitioned the Supreme Court on Monday, appealing to a five-judge panel to declare the election null and void.

Post-poll violence has been a familiar phenomenon in the past 20 years and the emergency was declared in May 1983 in anticipation of violence at parliamentary elections. It had to be extended each month after the vicious anti-Tamil riots of July 1983 aggravated Sri Lanka's ethnic conflict, resulting virtually in civil war.

Mr Premadasa, in a reference to the presidential election, said: "The losers were not repeat not, harmed in any way and I am proud to salute my supporters for the way they celebrated my victory."

Mr Premadasa can re-summon parliament to have the emergency extended but that would be a pointless exercise since elections to a new, enlarged assembly of 225 members will be held on February 15 under a system of proportional representation.

On its December 19 showing the ruling United National Party will be lucky to get 125 seats. But President Premadasa has asked his party organisers to guarantee him 150, or a two-thirds majority. Mr Jayawardene, who had a five-sixths majority, amended the 10-year constitution 15 times to consolidate his authoritarian rule.

While the sabotage and terror campaign of the extremist Sinhalese JVP has widely subsided, pre-election violence rather than post-poll disturbances is now the threat to stability. On Tuesday, a car carrying a top official of Mrs. Bandaranaike's Sri Lanka Freedom Party was ambushed. The SLFP's assistant secretary, Mr Indrapala Abeywiria, and another parliamentary candidate were killed. In the past week, more than 20 people have been killed in election-related incidents.

Although the stock market has recovered, and tourists are slowly returning, the post-election hopes of peace may prove illusory.

Cuban pullout 'can be verified'

By Mervyn de Silva in Colombo

THE commander of the UN observers appointed to monitor the phased withdrawal of Cuban troops from Angola said yesterday he was satisfied he could conduct an independent verification of the departure, despite doubts expressed by South Africa and UNITA guerrillas fighting the Angolan Government. AP reports from Luanda.

"I think there will be no difficulties in carrying this assignment out," Gen Pericles Ferreira Gomes of Brazil said in response to a question about the ability of the 10 military and 30 civilian observers to verify independently the numbers of departing troops.

But he also said the success of the 27-month mission depended on the "goodwill" of the Angolan and Cuban governments.

Correction Air-India

We regret that Gita Piramal's article on Indian Airlines published on January 5 was erroneously illustrated by a photograph of an Air-India Boeing 747. Air-India and Indian Airlines are of course entirely separate organisations and the article had no reference to application whatever to Air-India. We would like to take this opportunity of correcting the record with apologies to Air-India.



Amal militiamen, wearing masks against the cold. The Syrian-backed Shia Amal launched hit-and-run attacks through driving rain and fog yesterday on positions held by the Iran-backed Shias Hezbollah around the village of Jubah in south Lebanon while waiting for the weather to allow a full assault. At least 115 people have died in 12 days of bitter fighting.

China's austerity programme fails

By Mervyn de Silva in Colombo

CHINA'S four-month austerity programme has failed to slow the runaway economy, Benter writes from Peking.

The Economic Daily said industrial output in the fourth quarter grew by 18.8 per cent over the same period during the previous year - the fastest quarterly growth of 1988 - despite the tough measures introduced in September to slow it down. "This high speed growth is wrong for China," the paper said. "It has led to shortages of

cash and credit, foreign debt, and serious problems in transport."

The State Statistical Bureau said industrial output rose at a faster rate in December than in November although it was down from more than 20 per cent growth in October.

Industrial production rose to a price-adjusted Yuan 1,241bn (£182bn) in 1988, up 17.7 per cent from the previous year, the China Daily reported, quoting the State Statistical

Bureau.

The value of light industrial production rose 19 per cent last year to Yuan 611.8bn, while the output of the country's heavy industry increased 16.4 per cent to Yuan 601.7bn. 1988 was the first year the output of China's light industry outstripped heavy industrial production.

China Daily also quoted the Statistical Bureau as saying China's energy production rose 4.8 per cent last year from 1987.

Factions fight for advantage in Iran's constitutional debate

The battle between radicals and those who favour an 'open door' policy is out in the open, writes Kamran Fazel

WITH seven months to go until crucial presidential elections in Iran, speculation is mounting about possible fundamental changes to the country's administrative system.

The Tehran Times, which generally reflects official views, reported this week that Ayatollah Ruhollah Khomeini, Iran's spiritual leader, had come down in favour of amending the constitution to create a powerful executive presidency. Quoting "reliable sources", an editorial in the newspaper added that Hojatoleslam Ali Akbar Hashemi-Rasfajani, the powerful parliament speaker, was likely to run for the post provided it was fashioned to his liking.

If the proposed reforms are accepted, it will be an important step towards breaking - or at least overriding - the deadlock between different factions which has prevented the Iranian regime from setting out coherent economic and foreign policies since the end of hostilities with Iraq last summer.

However, the plan to change the constitution - which was approved in its current form by a national referendum in December 1979, less

than a year after the Islamic revolution still faces strong opposition from both ends of the political spectrum within Iran. Conservative clerics fear that it would deprive them of their effective power of veto over legislation, while leading radicals are digging their heels against an opening-up of the country to foreign investment and trade.

The radicals also have their own potential presidential candidate in the form of Hojatoleslam Mousavi Khomeini, the Attorney General. He has served Ayatollah Khomeini well and is not to be taken lightly.

Mr Rasfajani, who is now regarded as the leading pragmatist within the leadership favouring improved ties and more trade with foreign countries, is reported to be demanding that the post of Prime Minister be abolished and that the presidency, assisted by the newly-created post of vice-president, be endowed with sweeping executive powers. Until now, the President has been only one - and not the most powerful - of a number of competing power centres within the regime.

The need for structural change in the Government has been exposed



Rasfajani: better links with West

by the effective end of the eight-year Gulf war, and the approach of an era of peacetime reconstruction. During the conflict, Iran's leadership felt compelled to show a united front despite the obvious differences between its various factions. Since the ceasefire, however, the

split within the regime has become increasingly evident, to the extent that newspapers now talk openly about disagreements between "right-wingers" like Mr Rasfajani and "left-wingers" who favour increased state control over the economy and opposing increasing Iran's links with the West. As the confused followers to settle this rivalry, Ayatollah Khomeini has merely ruled that policy differences are the sign of a healthy society.

For the moment, the advocates of an "open door" policy appear to have the upper hand. They argue that Iran needs foreign investment and technology, and that the Islamic Republic's past surfeit of zeal have unnecessarily alienated countries which could help to provide this.

Changing Iran's image to that of a stable country which could attract investors and lure back the sizeable number of Iranian experts in exile is likely to remain a near-impossible task so long as the Government continues to speak with multiple voices.

It is for this reason that people like Mr Rasfajani appear to have concluded that the system needs to be changed through constitutional

reform. The first problem here is that the existing constitution does not provide for such changes.

The other, perhaps more formidable obstacle is the vested interests ranged against constitutional reform. From the left-wingers led by Mr Mir Hussein Mousavi, the Prime Minister, and Mr Ali Akbar Mohtashemi to the conservative clerics.

The latter have much to lose. Under the current system of checks and balances, the more conservative-minded clergy play an important political role through the so-called Council of Guardians, which vets all bills passed by the Majlis (Parliament) to ensure that it complies with their interpretation of Islam. In effect, this body has acted as the interpreter, or guardian, of the current constitution. But it has also created a huge legislative bottleneck over the years by blocking important measures covering such questions as land reform.

In an attempt to circumvent this problem and settle the underlying ideological dispute, another assembly - known as the Council of Expediencies and composed of senior clerics and government officials - was

created in February last year. But to all appearances, the stalemate has continued, and the jockeying for influence has intensified.

Another criticism of the Islamic Republic is the lack of an effective opposition. To remedy this, the Government has decided to implement a bill which provides for an easing of controls on political activity. Although this was originally passed in 1981, it had lain dormant until the authorities announced in December that political parties and societies would be allowed to become active from March.

The Interior Ministry said on Monday that 18 parties had applied for official registration, but they apparently do not include the Freedom Movement of Mr Mehdi Bazargan, which is the largest currently legal opposition movement.

In the light of the restrictions on opposition activities in recent years, it has to be said that a degree of scepticism continues to surround the Government's liberalisation moves. It is a sentiment which is scarcely allayed by the prospect of a massive concentration of power in the hands of a future executive president.

UK to step up aid to refugees in Hong Kong

By John Elliott in Hong Kong

THE UK is to step up its assistance to 25,000 Vietnamese refugees in Hong Kong by giving the United Nations High Commissioner for Refugees an extra \$1m to help pay for relief work in addition to an initial \$1m pledged last October.

But it is not prepared to increase the total of 1,000 refugees it has offered to take into the UK during the next two or three years.

This was announced in the colony last night by Lord Glenarthur, the UK's Foreign Office junior minister with responsibility for Hong Kong.

He came under attack from lobby groups that want the 1,000 figure increased by the UK and others so that all the 15,000 recognised refugees, out of Hong Kong's 25,000 boat-people, are resettled abroad within three years.

He has also faced questions on the refusal to give full British passports to the colony's people for use after China regains sovereignty in 1997.

This issue has been reopened by Portugal giving European Community passports to 10,000 of its citizens in the neighbouring colony of Macao.

Hong Kong community leaders are angry that, under EU rules, this will give inhabitants of Macao easier access to the UK than they will enjoy after 1997.

Lord Glenarthur said he would raise the issue with the British Government on his return to London although he saw "no prospect of further change".

He thought one of the reasons why Portugal had taken a different line was that only 100,000 of Macao's people would qualify to go to Portugal compared with 3.5m in Hong Kong people who would qualify on the same basis for UK entry.

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AMERICAN NEWS

World Bank shelves vote on Brazilian loan

By Nancy Dunne in Washington

THE World Bank, under fire from the US environmental lobby, has put off indefinitely a vote on a key \$500m (250m) loan to Brazil's energy sector. The move could jeopardise \$600m in additional commercial bank financing promised under Brazil's \$5.2bn debt rescheduling accord, activated last September. A \$950m co-financing loan from Japan was also contingent on World Bank approval of the sectoral loan.

However, there have been suggestions that the commercial bank loans may be made contingent on other World Bank financing.

World Bank approval of a \$500m loan to Electrobras, Brazil's power agency, had been expected last month. However, Mr Peter Riddleberger, a World Bank spokesman, said the loan has been taken off the Bank's calendar and negotiations have foundered over the issue of Brazil's nuclear energy programme.

The World Bank has had an unstated policy of refusing loans to nuclear projects. Brazil's nuclear plants are particularly controversial because of safety concerns and because Brazil has not signed the nuclear non-proliferation treaty, which means its research programme is closed to international inspection.

The energy sector loan was under negotiation for 18 months, Mr Riddleberger said, but it was not until late in the talks that World Bank officials were told that in a government restructuring, Electrobras would be given responsibility for Brazil's nuclear sector.

"We have told them we can't finance a scheme with a nuclear component," Mr Riddleberger said. "We're at an impasse."

On Monday, US Senator Robert Kasten, a Wisconsin Republican, made public a letter written to Mr Barber Conable, World Bank president, warning that approval of the loan would create "a storm of controversy" in the Capitol Hill and around the world.

The financing, he said, would mean "the unnecessary destruction of thousands of acres of tropical rainforests and displace a commensurate number of people."

Furthermore, he was concerned that support for the loan would, in effect, reverse the World Bank's policy of refusing support for nuclear projects.

The US Director to the World Bank opposed an earlier loan to Brazil's energy sector because of threats to the environment and concern that the project would not protect thousands of indigenous Indians who were to be moved out of the development.

An aide to Senator Kasten said plans were under way to seek allies among other World Bank directors if the loan were to come to a vote without environmental safeguards.

Concern about Brazil's human rights and environmental policies has been heightened since the murder of Mr Chico Mendes, a union organiser of rubber tappers, in the Amazon last month. A bipartisan delegation of US senators and congressmen is expected in Brazil tomorrow, where they hope to meet President José Sarney and may visit Mr Mendes's grave.

Disaster puts spotlight on failure of justice

Brazil's criminal law system has broken down almost totally, reports Ivo Dawna

ON New Year's Day, just 15 minutes after the tourist boat *Bateau Mouché IV* sank off Copacabana bay in Rio de Janeiro with the loss of more than 50 lives, a new law came into force in Brazil requiring all drivers to wear seat belts.

Those few who actually spotted the regulation's announcement in the press most probably simply smiled. It is, after all, the third attempt to introduce a seat-belt law and, as one newspaper delicately put it, "the others did not 'take'".

Despite the furor still raging over the New Year's Eve boating tragedy, which has launched an impassioned hunt for culprits indictable with criminal responsibility, nobody appears to be making the connection between the authorities' persistent failure to apply the law and the public's frequent refusal to take it seriously.

None would deny that for all the pomp and ceremony that surrounds Brazilian judicial processes — not least the recent promulgation of the new constitution — legislation often has a problem getting a grip on the slippery surface of the country's society.

Over the past few weeks, Brazilian law did not "take" for Mr Chico Mendes, the rural workers' leader and ecologist gunned down, despite months

of death threats and a full-time police escort.

Nor did it apply too soundly to Petrobras Distribuidora, the state petrol station chain, some of whose senior executives are alleged to have taken vast bribes to channel accounts to grateful banks.

Neither can it be argued that the Brazilian citizen's ambivalent relationship to the laws that govern him is due to a lack of them: the country seems as regulated as any in the developed world. Where the system breaks down is in their application.

All countries have their fair share of legal abuse, whether it be straightforward non-observance, legal but ethically dubious plea-bargaining or barefaced corruption, petty and otherwise. In Brazil, commercial law or civil tort law, for example, function quite efficiently, if largely in out-of-court negotiated settlements.

But in the criminal law, but especially where it applies to the middle class, the breakdown is almost total. Indeed, it is arguable that systematic bribery and more serious rule-bending has all but privatised the penal system.

In the last two years, the only really prominent figure to see the inside of a cell was a Rio rock star — predictably, for unrepentant drug possession.

Last Sunday, the respected conservative newspaper, *O Estado de São Paulo*, underlined the point by publishing an average bribe "rate" for a series of offences or services from speeding (25.00) to more serious problems like the shelving of a tax investigation (negotiable).

Many might have suspected, therefore, that the *Bateau Mouché* disaster would be treated with the same forlorn shrug and a turn of the page. But this has not happened. Instead, the tragedy has become a *cause célèbre*, with public clamour growing for better public safety and genuine accountability.

Unproven allegations have suggested the boat's owners deliberately ignored safety limits and that the navy coastguards took bribes to allow the trip to continue despite protests from the captain that his vessel was overloaded.

Cynics will argue with some justification that, had it been a local workers' ferry that sank, all this would have been different: that it was only because wealthy socialites died that a new "Action for the Citizenry" campaign, demanding the full application of the law, has sprung from the disaster.

But as one, necessarily anonymous, public prosecutor put

it: "It may have been the \$150-a-head ticket price that has got the ball rolling. But these are the moments when change happens and people see that their power is potentially enormous."

How enormous that power really is will take some time to see. The boat's owners are blaming the naval authorities, while the navy is already contesting the rights of the civil courts to try its personnel. A local poll showed nearly 70 per cent of the Rio public believe that in the end no-one will be found guilty.

This defeatism springs from the knowledge that the chronic ills of the Brazilian judicial system stack the odds against the prosecution. Experienced jurists like Mr Evandro Lins e Silva, a former Supreme Court judge, also point to absurd case loads that often require more than 1,000 judgments a year from many judges.

"Impunity is the result of the disorganisation of the judicial system," he says. "It functions both slowly and badly, and for the poor it doesn't exist at all."

Part of the solution to this may come in the new constitution, which has ordered the creation of a series of small claims and crimes courts to relieve the suffocating mainstream tribunals of some of their burdens. But excessive bureaucracy is still a desperate

obstacle.

What the *Bateau Mouché* case has raised more profoundly, perhaps, is a deep-rooted demand in Brazilian society for government to face up to its responsibilities as overseer of its own regulations — another small but crucial step on the road back to democracy.

A less easily digested proposition, however, is that the citizen also has a duty to collaborate — that he cannot expect laws to work, yet ignore or avoid them himself. As one lawyer observed, there were probably some people among the sinking's victims who had bribed themselves a place on the boat.

"In the end the problem is cultural," points out Mr José Luiz Bulhões Pedreira, a distinguished Rio lawyer.

"It will be many years before that really changes."

It may be many years too before the connection between the *Bateau Mouché* case and the "non-take up" of the seat-belt law is made in the average citizen's mind. And more still before courageous campaigners like Mr Mendes can lobby for their rights without fear of the gunman in the night.

The most optimistic Brazilians are now arguing that — however far off that may be — the process seems to have begun at last.

Peru hit by strikes after price rises

By Veronica Baruffati in Lima

A WAVE of labour unrest has hit Peru less than a week after Mr Carlos Rivas Davila, the Finance Minister, announced another devaluation and price increases.

Bankers staged a 24-hour strike yesterday to demand higher minimum wages and the promulgation of a resolution which would give them automatic wage increases every four months.

The private fishing industry based in Paita has come out on strike in protest against the decision of a Lima judge to impose an injunction against moving 50 ships until they pay a total of \$100,000 (\$50,000).

Over 600,000 civil servants have called for a 24-hour strike today against the economic measures and as a demand for the reappearance of Mr Oscar Delgado Vera, the customs trade union leader who has not been seen since his arrest early last month.

Customs workers have been on strike for almost a month in demand for better wages and working conditions.

Peru's two largest trade union associations, the General Confederation of Peruvian Workers and the Confederation of Peruvian Workers, have called for a two-hour strike tomorrow.

Setback for Central American peace plan

By Tim Coone in Managua

MOVES to regenerate peace efforts in Central America have suffered a new setback, with the latest postponement of the presidential summit due this weekend.

Last-minute efforts to salvage the meeting failed despite urgent calls over presidential hot-lines from Nicaragua and Guatemala to President Oscar Arias de Costa Rica, warning of a possible failure of the regional peace efforts if the summit was once again postponed. Mr Arias none the less refused to reverse his surprise decision to call off the meeting.

President Daniel Ortega of Nicaragua later said: "The winds of war and aggression continue to blow in the region." He sharply criticised Mr Arias for sacrificing the regional peace initiatives "to the strategy of the US State Department or White House."

He said that if the summit failed to take place at a rescheduled date during February, before the El Salvador presidential elections, it was not likely to take place at all.

The timing of the summit, which has been postponed four times during the past year, was important, as it was widely seen as the last chance for the Central American leaders to agree on a common strategy to bring peace to the war-torn region before the new US Administration takes office in

Washington on January 20.

The latest postponement, which was strongly opposed by the presidents of Nicaragua, Guatemala and El Salvador, places a question mark over the future of the stalled Esquipulas II peace plan, signed on August 7 1987.

Although no further advances have been made since last June, when the US-backed Contras side-stepped a definitive ceasefire agreement with the Nicaraguan Government and broke off direct talks under US pressure, a precarious peace has reduced the level of military confrontations to 10 per cent of their level in 1987.

In El Salvador, meetings between the Government and the guerrillas have been called off, but a political wing of the FMLN guerrillas has agreed to take part in the presidential elections in March.

In Honduras, President Azcona has agreed in principle to the establishment of a multinational peacekeeping force on the border with Nicaragua to prevent further incursions of the Contras into Nicaragua.

The summit postponement will now give the new Bush Administration a breathing space to push forward its own policy on Central America, which is expected to be revealed during or shortly after Mr Bush's inauguration next week.

Thriffs plan to cut insurance cover attacked

By Anthony Harris in Washington

THE proposal from the Council of Economic Advisers (CEA) for reduced US deposit insurance covers was denounced by the US Treasury and denounced by many Congressmen.

However Texas Democrat Representative Henry Gonzalez, chairman of the House Banking Committee, refused to close the door on the idea, though he said that it required careful study.

Mr Nicholas Brady, the Treasury Secretary, in an unusual display of public dissent within the Administration, said reduced insurance cover was "not an option" and would not be included in the Treasury proposals for the thrift crisis, which should be ready for publication in three weeks.

Several Congressmen reaffirmed their support for 100 per cent cover of deposits up to \$100,000, and Rep Henry Schauer, a New York Democrat and a vocal critic of the thrift industry regulators, said he was "appalled" at the Administration's timing.

However, Mr Beryl Sprinkel, CEA chairman, defended his proposals robustly yesterday. "The incentives are wrong," he said in a television interview. "If we do not provide some incentive for prudence, the crisis will simply happen again."

Curbs on debt in leveraged buy-outs likely

By Anthony Harris

SENATOR Lloyd Bentsen, chairman of the Senate Finance Committee, said yesterday he was "deeply concerned" about the excessive use of debt in leveraged buy-outs, and expects his committee to introduce legislation to curb them. The committee has scheduled hearings on leveraged buy-outs for January 24-25.

Mr Bentsen refused to be drawn on the nature of any curbs, saying they required careful study. Unconsidered action, he added, might make matters worse. Something must be done, however, to head off the danger that excessive debt would lead to widespread bankruptcies in a future recession, making the downturn difficult to correct.

The committee's main preoccupation would be the budget deficit, and substantial time would also go to trade oversight activities.

The Business Caucus, a congressional group which normally takes a strong free trade stance, called on the Bush Administration to take an "aggressive" trade posture to open markets for US goods.

Mr Nicholas Brady, the Treasury Secretary, on Tuesday urged the National Economic Commission, the bipartisan body studying the budget deficit, to work to its original deadline of a report by March 1.

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WORLD TRADE NEWS

Move to study new US-EC arbitration system for trade

By Ian Davidson in Paris

A NEW SYSTEM of binding arbitration, to handle trade disputes between the US and the European Community, is to be jointly explored by the European and American parliaments.

The idea of a new dispute procedure, inspired by the arbitration provisions of the recent US-Canada trade pact, was put forward by the US side at a regular meeting in Paris this week of delegation from Congress and the European Parliament.

The US proposal is a clear response to the eruption of two recent trade disputes over agriculture between the US and the Community: the crisis in the mid-term review meeting on the Gatt trade liberalisation talks, which broke down in December over the US demand for a commitment that all farm subsidies be abolished, and the quarrel over the European ban on imports of hormone-fed beef.

At their concluding press conference, both delegations went out of their way to play down the real importance of these transatlantic farm trade disputes, and to stress the high degree of harmony between Europe and the US on much more important policy issues.

Mr Tom Lantos, (Democrat, California), chairman of the US

Hungarians rush to buy cars in West

By Leslie Collitt in Berlin

ADVERTISEMENTS in Budapest newspapers these days are tempting Hungarians who yearn to buy a car to join a free bus trip to "Europe's biggest and cheapest car market in Munich".

A rush to the West of potential Hungarian car buyers is under way as the result of this month's halving of the customs tariff on most cars to 10 per cent. At the same time, tariffs on imported electronic goods sold in Hungary were lowered to 15 per cent.

In a further bid to tap the hard-currency assets of Hungarians, the government plans to open shops and department stores stocked with Western goods selling for hard currency.

More Hungarians than ever possess Western currency, largely earned from renting rooms and providing other services to foreign visitors.

The government, struggling to service its \$16.6bn hard currency debt, has decided that citizens will be allowed to hold twice as much Western currency - the equivalent of 4,000 - at home. They are also being encouraged to make greater use of interest-bearing hard currency accounts offered in Hungary.

In a bid to further liberalise imports from the West, more than 250 products which previously could not be imported without approval may now freely enter Hungary. They represent about 35 per cent of hard-currency imports.

This boon for the consumer flush with hard currency or who earns plenty of forints comes amid what the Hungarian media describes as the "pauperisation" of society. More than 1.9m Hungarians or 18 per cent of the population, are estimated to be existing below the subsistence level.

The lowering of tariffs on cars is a special case as it will increase the outflow of hard currency. Hungary's Communist partners, however, are unable to provide anything like the number of cars needed, and pent-up demand has led to waiting times of more than seven years for a car which is paid for in forints.

Newfoundland looks for fresh oil bonanza

David Owen examines a project within the context of previous disappointments

SO-CALLED "megaprojects" have a way of disappointing expectations in heavily fish-dependent Newfoundland, the green, pleasant and windswept land that is Canada's poorest province.

A range of such projects, from the Churchill Falls hydro-electric development in remote Labrador to the recently re-opened Come By Chance oil refinery - once the largest bankruptcy case in Canadian history - have singularly failed to pave the streets with gold, despite the elaborate claims made on their behalf.

This explains the cynicism with which Newfoundlanders have dubbed "Grow By Chance" a partially government-funded project to cultivate hothouse cucumbers on the island. It also explains why mere mention of the C\$8.5bn (\$4.1bn) Hibernia offshore oil project was until recently enough to send the average Newfie's eyebrows shooting heavenwards.

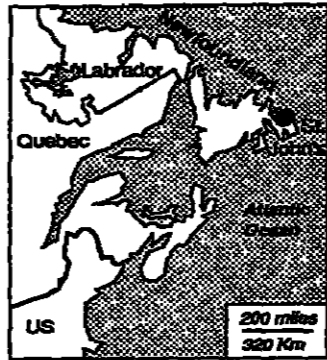
The province's meagre 575,000-strong population has been regeared with promises of untold riches from crude oil ever since the 525m-barrel oilfield was discovered to the

south-east of the island in 1979 (300 miles north of where the Titanic foundered).

Mr Brian Peckford, the Conservative Premier, has already been re-elected twice on the strength of that promise. After the July signing by the federal and provincial governments and a consortium of five oil companies of a statement of principles to proceed with the project, Mr Peckford will probably attempt the same pledge again before his term expires in April 1990.

Initial reaction to the document, which expects that oil from the project will start to flow in 1985, was accordingly dismissive - (a binding legal agreement is not due to be signed until March). But the Prime Minister Brian Mulroney's Progressive Conservative government, which promised C\$2.7bn in grants and loan guarantees, recently re-elected to Ottawa for a second five-year term and Mobil Oil Canada - the consortium leader - promptly calling for tenders on two major contracts, the suspicion is growing that construction may finally get under way.

This is despite the high cost per barrel of the oil which Hibernia would produce. "At \$15 in today's dollars, the field is profitable," according to Mr Gordon Gosse, the province's deputy Energy Minister.



Assuming that construction of the concrete gravity base structure and the attendant "topside" equipment and facilities does proceed, the limited number of construction groups with offshore oil sector expertise in the North Sea and elsewhere could reap a considerable bonanza.

their targeted proportion of 40-50 per cent of overall project costs, that leaves a considerable window for US and overseas service companies and suppliers.

Already, a limited foreign presence is in evidence in the various consortia declared eligible to bid for the two contracts for which Mobil recently called tenders: namely those for the gravity base structure itself and for topside engineering procurement. Both of these will be worth "hundreds of millions" of dollars.

One of two consortia bidding for the base structure includes Norwegian Contractors of Oslo, a unit of Oker which has helped to build similar structures for Mobil in the North Sea. Two of the three groups in contention for the topside engineering contract also include Norwegian companies, in addition to SER Offshore, a privately-owned company belonging to Shawmont Newfoundland and Root of Houston.

The bulk of the opportunities for foreign suppliers will come, however, when the respective winners of these two major

contracts begin to sub-contract work late next year or early in 1990.

In anticipation, foreign companies are lining up to form joint ventures with local concern anxious for all industry expertise, in order to take advantage of procurement guidelines which favour Newfoundland and Canadian entities. In the past 45 days, we have had two to three people have been to our office looking at joint ventures," according to a prominent local businessman.

Mr John Colbourne, a local distributor of pumps and electric motors, has successfully advertised for would-be collaborators from the Canadian energy sector. He plans shortly to place similar advertisements in Aberdeen newspapers.

As confidence in the level of foreign interest is on the increase, a Norwegian trade mission recently visited St John's, as did Mr Peter Morrison, Britain's junior Energy Minister. In the next few months, British and Dutch trade missions are expected to pass through the area.

W Germans to boost export of machinery to Moscow

By Andrew Fisher in Frankfurt

WEST GERMANY'S mechanical engineering industry expects business with the Soviet Union to move up sharply again this year as Moscow planners order goods and machinery needed to make their industries more efficient and competitive.

The German mechanical engineering industry association (VDMA) expects its members' exports to the Soviet Union to jump to around DM47bn (\$L25bn) from almost DM3bn in 1988.

Much of the extra business will go to small and medium-sized companies providing

machinery to modernise Soviet factories producing consumer goods such as shoes, furniture, textiles, and food.

Liebherr, the Swiss-owned engineering group which produces in Germany, France and Austria, hopes soon to sign a deal to supply equipment for a new car engine plant to be built near Moscow.

Total value of the project should be around DM1bn, of which 60-70 per cent will go to Western suppliers like Liebherr, which hopes to deliver gear-cutting and machine tools.

HK toymakers at the top again

By John Elliott in Hong Kong

HONG KONG toymakers last year re-established themselves as the world's biggest producers of toys.

They organised exports worth some HK\$15bn (\$1.1bn) from processing factories in the Pearl River delta area of China, in addition to exporting between HK\$9bn and HK\$10bn worth from their own establishments.

The HK\$15bn production from Chinese factories alone matches the total HK\$14.6bn toy production achieved in 1987 by Taiwan, which had just overtaken Hong Kong for the number one spot.

It establishes China as a significant producer of dolls, plastic animals and other low-tech labour-intensive items.

This has led to fresh confidence among Hong Kong manufacturers who have had to react to sharp drops in sales in the past few years.

Their earlier market winners, such as Cabbage Patch dolls and Teddy Ruxpin, lost popularity as the US market collapsed and major financial problems hit key US customers.

Hong Kong companies have responded by moving their local production up-market and transferring labour-intensive operations to the adjacent cheap labour area of the Pearl Delta in south China's Guangdong Province. There, over 1m people are working in about 12,000 assembly and processing factories for a variety of Hong Kong industries.

A report published yesterday by the Hong Kong Trade Development Council said processing fees paid for each worker in Guangdong range from only HK\$ 300-1,100 a month, compared with Hong Kong manufacturing workers' monthly pay of HK\$4,000. The toy factories

are at the bottom end of the Guangdong range of fees.

In the first 10 months of last year, exports of toys made in Hong Kong itself dropped by almost 20 per cent to HK\$3.6bn, with an estimated total for the full year of HK\$10bn, according to the Trade Council at the opening of the colony's annual toy and games fair yesterday. Toys make up about 5 per cent of the colony's exports.

But the decline was more than offset by re-exports of toys through Hong Kong from China, up by about 75 per cent to HK\$12.8bn in the first 10 months.

The total for the full year is estimated at HK\$15bn, which brings Hong Kong companies' total toy exports to HK\$25bn. This probably includes some double counting because about HK\$1.5bn-worth of exports to China will have included factory supplies.

Israel doubles orders for military exports

By Laura Blumenfeld in Jerusalem

ISRAEL received \$2bn (\$L1bn) in military export orders in 1988, twice the amount of the previous year, Mr Yitzhak Rabin, Israel's Defence Minister, has revealed to parliament.

The country's arms export industry is also off to a running start for 1989. In the latest of a series of deals, Israeli military industry officials say the US is close to approving the purchase of Israel-made anti-radiation drones.

Military experts have estimated that the country's arms sales constitute 1 per cent of the overall world market, a significant sum considering Israel's size.

Lockheed of the US signed an agreement with Israel Aircraft Industries (IAI) this week to develop further and market an Israeli-designed, short-range missile, provided that its 1990 test flight proves successful.

Development of the Arrow - a system designed to neutralise incoming ballistic missiles at high altitudes - is being financed primarily by the US Pentagon, which awarded IAI the \$150m contract last July as part of its Strategic Defence Initiative.

IAI, Israel's largest military exporter, has recently signed up its business with Latin American countries.

Among its 1988 deals was a series of contracts with Canada worth potentially \$50m for a package which includes 12 Israeli-produced F-16 fighter jets, and a contract with Colombia for the upgrading of French-made Mirage fighters.

Ramta Structure and Systems, a subsidiary of IAI, announced it was about to begin delivery of 400 mine-clearing ploughs worth over \$30m to the US Army.

SPAIN

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Chemical Bank, as Depository (the "Depository") under the Deposit Agreement dated as of February 15th 1970 among Tokyo Shibaaura Electric Company Limited (the "Company"), the Depository and the holders of European Depository Receipts (the "Receipts") issued thereunder in respect of shares of Common Stock, par value 50 Yen per share, of the Company (the "Common Stock"), HEREBY GIVES NOTICE of a dividend of 4 Yen per share of Common Stock.

The Dividend on the shares of Common Stock of record on Deposit with the Custodian under such Deposit Agreement, less a portion thereof withheld by the Company on account of Japanese taxes, has been received by the Custodian as agent for the Depository, and, pursuant to the provisions of such Deposit Agreement, has been converted into United States Dollars at the rate of 123.50 Yen per United States Dollar.

The Depository has been advised by the Company that Japan is a party to international agreements with Australia, Belgium, Canada, Denmark, France, The Federal Republic of Germany, Malaysia, New Zealand, Norway, Singapore, Sweden, Switzerland, the United Arab Republic, the United Kingdom and the United States of America under which certain persons are entitled to 15% tax withholding rate on dividends such as the dividend in question. The persons so entitled include residents of such countries and companies organized thereunder meeting certain conditions relating to the carrying on of trade or business in Japan. Persons not so entitled to a 15% tax withholding will be paid a dividend on which a 20% tax withholding rate has been applied.

To determine entitlement to the lesser tax withholding rate of 15% it is necessary that the surrenderer of Coupon No. 72 be accompanied by a properly completed and signed certificate (copies of the form which are obtainable at the office of the Depository in London or any Depository's Agent) as to the residency and trade or business activities in Japan (if applicable) of the holder of Coupon No. 72. Such certificates may be forwarded by the Depository to the Company upon its request.

Payment in United States Dollars of the amount of the dividend payable will be made at the office of the Depository in London or at the office of any Depository's Agent listed below upon surrender of Coupon No. 72.

DEPOSITORY'S AGENTS

NAME	ADDRESS
Chemical Bank	Frankfurt, Germany
The Bank of Tokyo Limited	London, England
The Bank of Tokyo Limited	Paris, France
The Bank of Tokyo Limited	Brussels, Belgium
The Bank of Tokyo Limited	Frankfurt, Germany
Pierson, Heidring & Pierson	Amsterdam, The Netherlands
Banca Nazionale del Lavoro	Rome, Italy
Banca Nazionale del Lavoro	Milan, Italy
Kreditbank S.A. Luxembourg	Luxembourg

The following table sets forth the amounts payable upon presentation of Coupon No. 72 from the various denominations of Receipts.

Coupon No. 72 Detached from Receipts in the Denomination of:	Dividend Payable (Less 15% Japanese withholding tax)	Dividend Payable (Less 20% Japanese withholding tax)
1 Depository Share	\$1.17	\$1.10
10 Depository Shares	\$11.70	\$11.02
20 Depository Shares	\$23.40	\$22.02
50 Depository Shares	\$58.51	\$55.06
100 Depository Shares	\$117.00	\$110.12

Payment in United States Dollars in respect of Coupon No. 72 will be made by United States Dollar check drawn on, or transfer to a United States Dollar account maintained by the pages with a bank in New York City. Date: 12.01.89
Chemical Bank, as Depository, 180 Strand, London WC2R 1EX, England.

* September 30th 1988 has been established as the record date for the determination of the stockholders of the Company entitled to such dividend. All receipts issued in respect of common stock not entitled to shares in such dividend will be without Coupon No. 72 attached.

** Certain holders of Receipts may be entitled upon the fulfillment of certain conditions to reductions in the withholding tax rate applicable to them. The Depository will, in its discretion not unduly burdensome and upon payment of all expenses incurred in connection therewith, take such action as it deems appropriate in the circumstances to assist such holders in availing themselves of such reductions.

Because of Japanese tax requirements applicable to the Company, the Custodian has been asked to remit to the Company, shortly after April 30th 1989 the excess received by the Custodian over 80% of the dividend payable and allocable to unsurrendered Coupon No. 72.

As a result, persons surrendering Coupon No. 72 after such date will be entitled to receive from the Depository or any Depository's Agent a dividend on which a 20% tax withholding rate has been applied and, if entitled to a 15% tax withholding, will be required (in order to realise such entitlement) to make application to the Company for an additional 5%. Such application may, consistently with the foregoing paragraph, be made through the Depository.

LEGAL NOTICES

NOTICE OF CHANGING OFFICERS
IN THE MATTER OF
SABOR COMPANY LIMITED
AND
IN THE MATTER OF THE Insolvency Act 1986

NOTICE IS HEREBY GIVEN pursuant to section 85 of the Insolvency Act 1986 that the following persons have been appointed Joint Liquidators of Sabor Company Limited in the above matter: Mr J. H. [Name] and Mr [Name].

NOTICE IS HEREBY GIVEN that the [Name] of [Address] is the sole member of [Company Name] and that the [Company Name] is a company limited by guarantee. The [Company Name] is a company limited by guarantee and the [Company Name] is a company limited by guarantee.

NOTICE IS HEREBY GIVEN that the [Name] of [Address] is the sole member of [Company Name] and that the [Company Name] is a company limited by guarantee. The [Company Name] is a company limited by guarantee and the [Company Name] is a company limited by guarantee.

PUBLIC NOTICE

SOUTH AUSTRALIA IN THE SUPREME COURT No. 2629 of 1988

RE: ISRAEL HOLDINGS LIMITED and THE ESTABLISHMENT OF THE COMMON STOCK OF TOSHIBA CORPORATION (FORMERLY TOKYO SHIBAURA ELECTRIC COMPANY) DESIGNATED COUPON NO. 72

NOTICE IS HEREBY GIVEN that by order of the Honorable Justice Pary dated the 12th day of December 1988, the [Name] of [Address] is the sole member of [Company Name] and that the [Company Name] is a company limited by guarantee. The [Company Name] is a company limited by guarantee and the [Company Name] is a company limited by guarantee.

FINANCIAL TIMES

Clydesdale Bank PLC

HOUSE MORTGAGE RATE

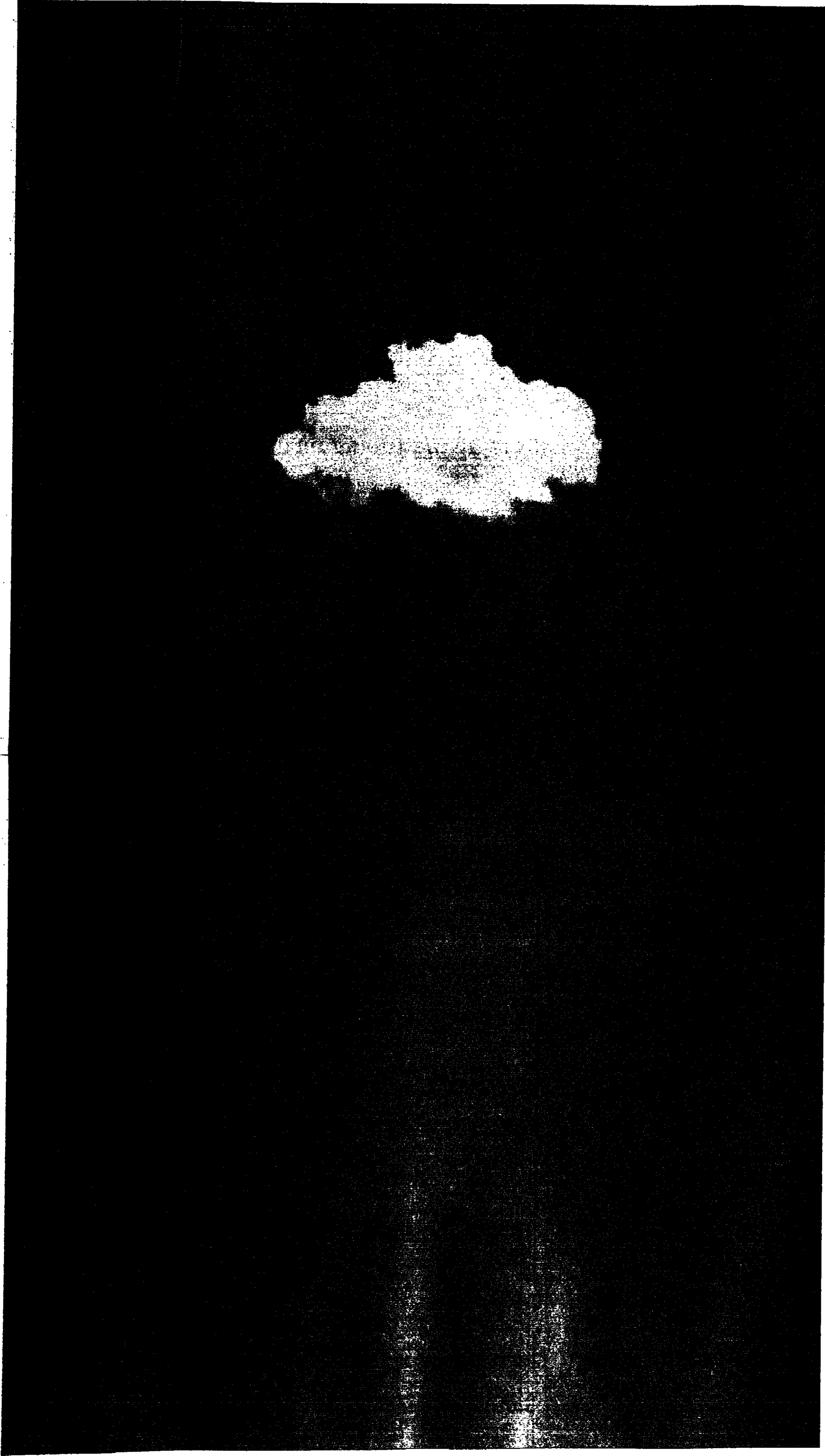
Clydesdale Bank PLC announces that its House Mortgage Rate for new and existing loans is being reduced to 13.75% per annum as from 16th January 1989.

Finanza
Investments

Orders
ports

LEGAL NOTICE

PUBLIC NOTICE



SOME
OF THE
BEST
BUSINESS
IDEAS
COME OUT
OF THE
BLUE.

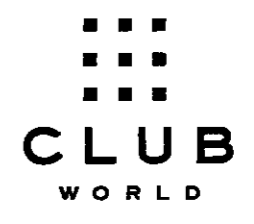
Calm. The one thing that never happens between the telephone, the meeting, the demand.

On new Club World we understand the need for high flying executives to have some peace of mind.

You'll find our long haul flights conducive to escape from the fetters and distractions of business life.

Here your thoughts can go further. Once you've savoured the fresh Dover Sole served on Royal Doulton china, lie back in your slumber seat. Swirl a cognac around in your glass. And gaze out of the window.

Nothing...except the first stirrings of a brilliant idea.



BRITISH AIRWAYS
The world's favourite airline.

UK NEWS

Lloyd's rejects move to scrap unlimited liability

By Nick Bunker

LLOYD'S of London, the insurance market, publicly backed away yesterday from abandoning its 300-year-old system of unlimited liability, but left the door open for possible reforms to make it easier for its 31,000 members to spread their underwriting risks.

Underwriting agents, who look after the affairs of the market's 31,000 members, argued that Lloyd's needed to change its practices to allay fears among members that they were facing excessive risks from disasters such as the Piper Alpha explosion in the North Sea at a time when the market's profits were under threat.

The issue was highlighted by resignations of a record 1,700 members of Lloyd's last year, prompted by issues such as fears of big losses from US liability insurance and the erosion of tax advantages of membership.

After a study begun at the end of 1987, the council decided

yesterday not to take any steps to scrap unlimited liability, which makes Lloyd's members liable for underwriting losses to the full extent of their personal wealth.

Mr Murray Lawrence, the market's chairman, said unlimited liability was "the unique feature" of Lloyd's which underpinned the financial security of its insurance policies.

The front-runner among schemes suggested by Lloyd's underwriting agents is a system called the Members' Agents' Pooling Arrangement. Under this proposal underwriting agents would pool the total business capacity of the members whose affairs they manage.

The agent would then divide the capacity in the pool between a wide range of syndicates in the market, enabling even members with relatively modest financial resources to balance out investments in high and low risk types of insurance.

Peel pushes London Shop stake to 56% in swoop

By Paul Cheeseright, Property Correspondent

LONDON Shop's defence against a hostile £306m bid from Peel Holdings, and its hopes of rescue by an unspecified white knight, collapsed when Peel moved into the market for the third day running and pushed its stake up to 56 per cent.

In a burst of buying yesterday morning Peel bought just over 20 per cent of the London Shop equity at 340p a share. But the bid will not be declared unconditional until after Peel's share purchases have been verified by the new issues department of Barclays Bank.

Eventual total control of London Shop will change the face of Peel. It will hold a portfolio of shop properties worth £319m on to a retail warehousing industrial property group with holdings worth, last March, £134m.

Taking into account the

expected uplift in the value of Peel's existing portfolio during its current financial year and adding the London Shop portfolio, the combined group would have at the end of next March a net asset value per share of around 400p.

This compares with a closing market price for Peel shares yesterday of 289p and a rights offer price of 300p last December when the group sought to raise £121m to help finance the London Shop bid.

But completing the bid will raise Peel's debts to £300m and give the combined group a debt-equity ratio of 90 per cent.

Although Mr Peter Scott, the Peel managing director, stressed that the London Shop portfolio would not be broken up, he said there would be limited disposals to reduce that gearing level.

Nuclear partnership banks on small being beautiful

David Fishlock looks into the design of a 'passive' reactor

BEHIND the Anglo-American bid for US backing for a new kind of nuclear reactor, announced yesterday, is a belief that a substantial international market will open in the next decade for a smaller reactor with different safety characteristics from today's standard units of about 1,000MW output.

This belief arises from studies by both the US Electric Power Research Institute and the International Atomic Energy Agency. The agency believes that if new markets are to open beyond those nations already using nuclear reactors, they will be for smaller units and preferable designs with new safety characteristics.

The US Department of Energy has invited bids for March for a "passive" reactor design: one which depends mainly on passive features such as natural convection to prevent overheating in an emergency.

This design is expected to be inherently simpler (and therefore cheaper) and less reliant on human operators. Dr Brian Eyre, director of the UK Atomic Energy Authority responsible for its research programmes, says it is not claimed to be safer but must meet different safety criteria from present-day reactors.

Passive reactors are envisaged as smaller than today's

standard units, with their relative simplicity making them competitive with the bigger units. The aim of the study would be to bring designs to the stage of certification by the US Nuclear Regulatory Commission, a process taking four or five years.

The passive reactor offers Britain an opportunity to re-enter the international reactor market in the next century. It lost access with its failure to produce a competitive design of the present reactor.

Privatisation of Britain's electricity supply also opens domestic opportunities, primarily as competition for the prospective National Power Company which will inherit the present reactors. Power Generation, the distribution companies and British Nuclear Fuels are all potential customers for a small reactor design.

BNFL expects the Ministry of Defence to require a new production reactor for tritium and plutonium, to replace its present gas-cooled reactors.

Several reactor vendors have proposed outline designs of small reactors with passive safety features, including Westinghouse Electric and Asea-Atom in Sweden.

In Britain, Rolls-Royce and Associates has been seeking a design which can also take advantage of its experience in building 20 small pressurised water reactors for the Royal

Navy. This experience includes factory assembly of the Navy's latest demonstration reactor, PWR2, now operating at Dounreay and destined for the Trident submarines.

Rolls-Royce and Associates is a partnership between Rolls-Royce as majority shareholder and Babcock Energy, part of EKI Babcock. For 30 years, it has been almost exclusively a defence consortium, providing the Navy with a "cradle-to-grave" nuclear engineering service for PWRs.

It has been working for six months with the UK Atomic Energy Authority on SIR, its safe integral reactor, an advanced PWR concept. The essence of SIR is a single steel pressure vessel enveloping the entire nuclear steam supply system.

All the high-pressure parts would be inside this vessel, which would be considerably taller than the pressure vessel for Sizewell B, even though at 300MW it would generate only a quarter of its power.

Dr Eyre says the partners envisage this nuclear package, some 50ft tall, being factory assembled and tested, then lowered complete into a underground silo. In this way, it may be possible to build a nuclear station in only 30 months.

The realities of making a bid for US government backing called for US partners.

'No' vote may scotch AMP life merger plan

By Nick Bunker

AUSTRALIAN Mutual Provident, the life insurer, could walk away from its plans for a merger with the UK's London Life if the UK company's 66,000 eligible policyholders vote against the deal at a meeting on January 27.

Mr Ian Salmon, general manager of AMP's international operations, said in London yesterday that the meeting "must be the last chance" for London Life's policyholders to approve the union.

He spoke after news that Equitable Life is ready to re-open merger talks with London Life if the forthcoming extraordinary general meeting votes against the AMP.

Mr Salmon dismissed Equitable's intervention as an opportunistic move and adding nothing to earlier merger proposals from the Equitable which would have involved scrapping London Life's sales force and branch network.

"The timing is disruptive," Mr Salmon said. "The Equitable is waiting like a vulture to pick over the carcass. They presumably see some advantage in the removal of a competitor, and they have some use for a bigger investment base, but they don't have a lot of use for much else."

AMP is still keen to achieve a merger, especially since it believes that in the long-term London Life will have to find a strong partner. It argues that AMP could add value to London Life by giving it an international investment management network and the resources to build up a UK property portfolio.

Senior officials at the Australian group are becoming exasperated, however, by the way the affair has dragged on amid persistent opposition from some dissident London Life policyholders.

The AMP is already pursuing other international expansion plans, and Mr Salmon flies to New York today for talks about a possible partnership with a US life insurer.

AMP failed yesterday, however, in an attempt to win over Mr Julian Byng, the retired barrister leading the London Life dissidents.

Chemicals output growth 'will slow to half 1988 level'

By Peter Marsh

GROWTH in output from Britain's chemical industry is likely to slow to 3 per cent over the next year, half the level for 1988, said a forecast yesterday from the UK Chemical Industries Association.

Mr Richard Freeman, chairman of the association's forecasting panel, told a London conference that on this basis the industry should show a further rise but be less satisfactory than in 1988.

About half of all chemicals output, which is expected to be about £25bn in the UK over the next 12 months, is sold directly to other production industries, making the sector's sales an important indicator of the strength of manufacturing generally. Big customers for chemicals include the vehicle, consumer-goods and packaging industries.

Mr Freeman, who is chief economist at Imperial Chemical Industries, Britain's biggest chemicals company, said the outlook for 1989 followed two good years for the sector.

After a gloomy start to the 1980s when demand for many chemicals rose slowly, UK chemicals output picked up in 1987 by 9 per cent.

The 6 per cent growth in chemicals production during

the past 12 months was better than virtually anyone had expected, said Mr Freeman. His panel forecast a year ago that the figure would be 3 per cent. The good performance during 1988 had been due to the better than anticipated production increases in manufacturing generally.

Mr Freeman said he expected production of pharmaceuticals, plastics and industrial organic chemicals to grow by more than 4 per cent in 1989, reflecting sustained demand.

Growth of 1.5 per cent to 2.5 per cent is forecast for inorganic materials, paints, cosmetics and detergents, while fertilisers and fibres are likely to continue to be problematic areas for the chemicals sector. Production of these materials is likely to stay rooted at 1988 levels over the coming year.

The sector is thought likely to sustain a healthy positive trade balance of about £2bn a year. That contrasts to a deficit of more than £1bn for the rest of manufacturing industry.

Mr Freeman said that UK chemical exports were likely to rise by 3.5 per cent in 1989, compared with 5 per cent in 1988. Imports were likely to grow by 4 per cent compared with 7 per cent.

EIB advances £80m to Barclays for British industrial ventures

By William Dawkins in Brussels

BARCLAYS BANK is being advanced Ecu120m (£80m) by the European Investment Bank for on-lending to British small and medium sized companies.

This is the first so-called EIB global loan negotiated with a UK clearing bank since 1985, when British demand for industrial lending from the European institution dried up after the Government's withdrawal of exchange rate cover for EIB loans.

The European bank is completing details of similar packages to be announced soon for

one or possibly two more British banks.

The funds are available for 15 years in a mixture of currencies and are designed to help industrial and service ventures, including tourism projects in assisted areas. They are identified for projects that improve competitiveness through the introduction of new technology, said the EIB.

Of the package, the equivalent of £50m comes from the EIB's own funds. The remaining £30m comes from the so-called New Community Instrument, whereby the Euro-

pean Commission uses its triple A credit rating to borrow on the finest terms from the world capital markets and passes the cash to the EIB for on-lending to financial intermediaries in member states.

This smaller part of the package is reserved for assisted areas, but the EIB allows its portion to help projects in any region.

Under previous EIB global loans signed this decade, the EIB advanced £24m to 240 small and medium-sized UK businesses, of which £5m was handled by Barclays.

Capel launches index trust using FT indices

By Eric Short

JAMES CAPEL Unit Trust Management, unit trust arm of the James Capel Group, is launching the first index unit trusts to use the FT-Actuaries World Indices as the tracking basis.

The group is launching a Japanese index trust which will track the FT-A World Japan index and a European index trust that will track the FT-A World Europe excluding the UK index.

Dr Nandor Moseleh, head of JC Quantitative Analysis, pointed out that although there were five separate indices measuring movement in the Japanese stock market, including the Tokyo SE, the

FT-World Japan index was the one which reflected the experience of foreign investors in the Japanese market.

He added that there were no problems with this index holding stocks which were not available to overseas investors. Indeed, the FT-Actuaries World Indices were specifically designed to reflect the portfolio experience of overseas investors in a particular equity market.

These new unit trusts will complement the existing Capel US index trust which tracks the Standard and Poor Composite index of the 500 largest US stocks, launched last November.



Our new thinking makes electric power flourish.

ABB is committed to the power business. No other company can offer utilities and industries all over the world a fuller range of products and services for generating, transmitting and distributing electric power, all the way from power plant to end-user.

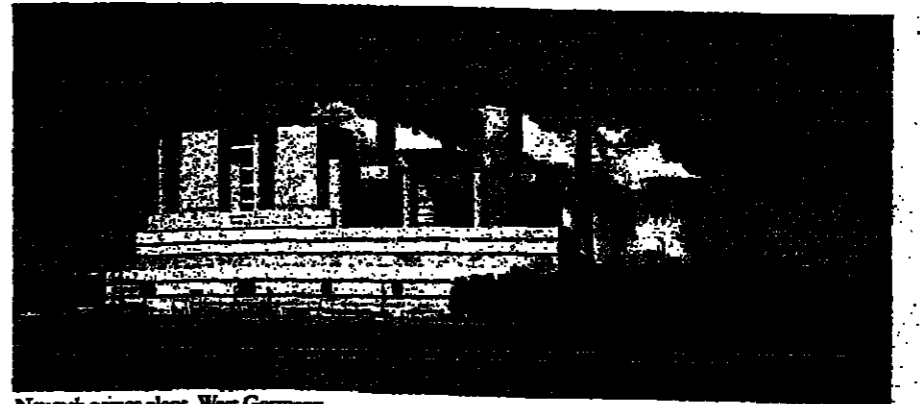
We do this in several ways. As a general contractor, as a partner in international consortia or as a supplier of components. We also provide financial solutions.

ABB capabilities and experiences are ideally suited for the growing need today in industrial countries to upgrade and refurbish both conventional and nuclear power plants. In industrializing countries, we mostly participate in projects that help build up the infrastructure.

As the largest energy engineering company in the world, we have the resources to remain in the technological forefront and to develop even more cost-effective, energy-efficient and environmentally protective methods of supplying electric power.

For example, take highly efficient combined cycle power plants. Or clean coal power plants based on a unique combustion technology. Or advanced concepts for loss-reducing transmission of high voltage direct current. Or control systems to optimize the power flow in electrical networks and to improve availability of power supply.

Our century-old reputation for energy engineering continues to grow. And we are determined to make electric power flourish, on into the 21st century.



Nuremburg power plant, West Germany

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UK NEWS

Government will protect control of water groups

By Richard Evans and Andrew Hill

THE 10 water authorities in England and Wales are to be protected from takeover by a special Government shareholding for five years after they are privatised...

privatised in November. The reason given by Mr Ridley for underlining the powers of the MMC was the need to avoid a concentration of water supply in too few hands...

that the golden share provision would include even tighter protection for Welsh Water once it is privatised. The new regulations will mean that even at the end of the five-year period, shareholdings by a particular group would be limited to a maximum of 15 per cent...

Abbey plans free share issue to members

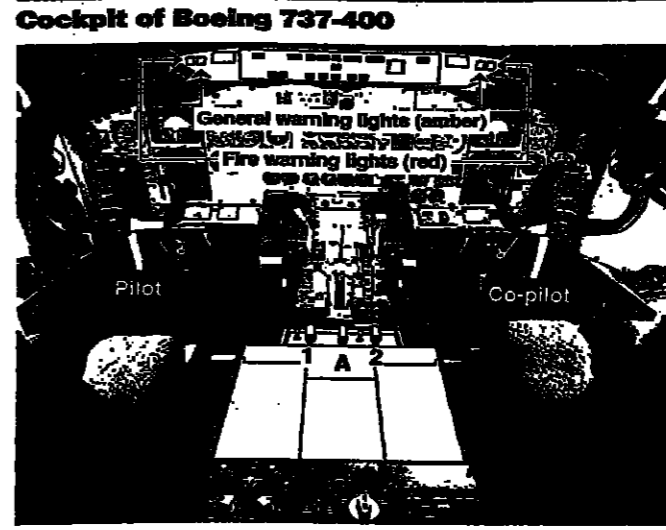
By David Barchard and Phillip Coggan

ABBAY NATIONAL, yesterday unveiled details of the first stock market flotation by a British building society. Abbey, the second largest UK building society, is making a free issue of shares to its 5.5m members...

M1 crash investigators turn spotlight on engines' electrics

Causes of the disaster remain uncertain, writes Michael Donne

YESTERDAY'S recommendation from investigators into the British Midland 737-400 crash that there should be more frequent inspections of CFM-56-3 engines indicates that they are still uncertain precisely what went wrong...



EXTINGUISHERS: 1.Port engine A.Auxiliary power 2.Starboard engine

They said that "a great deal of significant evidence relating to this engine has yet to be obtained, in particular that from detailed examination of the engine, its warning systems, and detailed evidence from the two pilots..."

They also suggested that the FAA ordered examinations of "fire/overheat and vibration monitoring circuitry for left/right engine senses" on not only 737-400 jets, but also earlier 737-300 aircraft. The latter also use CFM-56-3 engines.

In Brief Bomb on Lockerbie jet officially confirmed

A baggage container on the Pan Am jumbo jet which crashed on Lockerbie, Scotland last month with the loss of 270 lives, "showed conclusive evidence of a detonating high explosive, according to the first official description of the crash published yesterday, writes Lynton McLain..."

UK-Italy crime pact UK Home Secretary Douglas Hurd and Italian Interior Minister Antonio Gava signed an agreement to step up joint action against terrorism, organised crime and drug trafficking which will include improved security at airports.

House rises stall House prices rose by just 1 per cent in December 1988 after a rise of 1.7 per cent the preceding month, the Halifax Building Society said.

Yale and Valor chief Yale and Valor, locks and domestic appliances group, is to appoint Mr Jeff Sanson, head of the General Electric Company's Hotpoint division, as group managing director.

Body Shop prize Ms Anita Roddick, managing director of Body Shop, the "natural" cosmetics and toiletries chain, has been voted retailer of the year for 1989 in a poll of fellow retailers.

Thomson bid for Horizon cleared

By Christopher Parkes, Consumer Industries Editor

THE £75m takeover of Horizon Holidays by Thomson Travel was given the all-clear yesterday after a three-month investigation by the Monopolies and Mergers Commission.

ter and travel agency businesses. The commission replied to suggestions that Thomson had already tried to exert pressure on some travel agents by withholding supplies of brochures, by saying that such action would cause Thomson as much damage as the agents concerned.

holidaymakers' choice. He said one area of concern is that the merger of the two companies' airline businesses, Orion and Britannia, gives Thomson a substantial share of the UK charter market and scope to increase prices.

Guinness Peat sued for £1m

By Raymond Hughes, Law Courts Correspondent

SEVEN MEN who were to have formed a new management team for Guinness Mahon, the merchant banking arm of Guinness Peat Group - now GPG - complained to the High Court in London yesterday that they had not been paid £1m due to them when the deal fell through.

major shareholder, the New Zealand group Equiticorp, which subsequently took Guinness Peat over. GPG, which hived off Guinness Mahon in a demerger last summer, is opposing the £1m claim. It contends that there was no legally binding agreement to make the payment and that any purported agreement to do so had been made without authority.

British & Commonwealth in April 1987, and eight more top employees two months later. In their High Court claim the seven are relying on a letter written on August 19 1987, to each of the Melville team by Mr Michael Kerr-Dineen, then Guinness Peat's chief executive. The letter said that the agreement to pay the team £1m was legally binding.

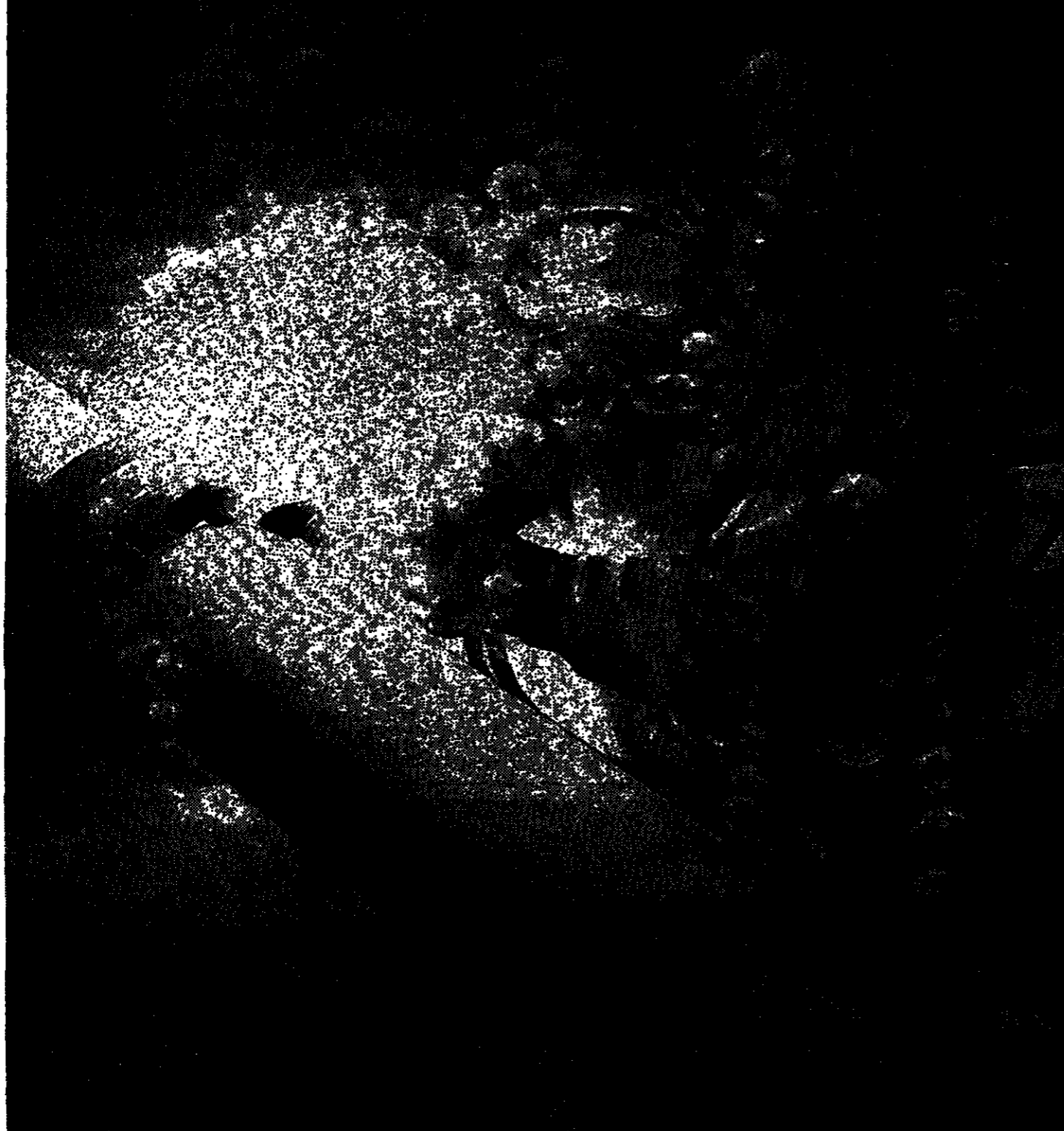
if the flotation is approved, each qualifying member will receive an identical number of shares although members will be able to qualify twice if they are both savers and have mortgages from the society. Abbey National's 14,000 staff, other than directors, will have a further entitlement.

Winter Celebration THISTLE HOTELS As individual as you are. WEEKEND BREAKS BOTTLES OF SPIRITS THISTLE VOUCHERS

New chief for Renault UK Appointment in AMSTERDAM Presentation in PARIS Briefing in BRUSSELS

CHURCHILL PORTMAN SQUARE Dear Richard, Has my handwriting improved? I should have - I'm writing this with the Cross fountain pen that the Churchill hotel has given me. It's about time you were looking to get a new pen for your 2 or 3 consecutive nights stay at the hotel - here's your excuse to buy the Churchill. You'd certainly appreciate the "Englishness" of it. It's modern, but with a touch of classic style. The service is excellent, the food is superb. And it's in the City. When you're in London, you'll want to stay at the hotel. I'll also save travelling time by staying at the hotel. All part of the service!

A DIFFERENT VIEW OF EXPLORATION



Energy from beneath the sea is yet another success story in the UK and now in the process of developing significant international interests. Reflecting outstanding technological achievement, the exploration and development of their oil and gas fields demand heavy investment and the Company's oil and gas asset base now exceeds £2 billion. Recent growth is the result of an ambitious acquisition programme demanding tough commercial decision-making in a volatile financial management.

Their highly professional team are committed to continued growth and opportunities now exist for ambitious accountants to play a vital part in this challenging environment.

Group Financial Accountant To £30,000 + Car + Benefits

As a senior member of the finance management team and leading a department of twelve staff, you will have responsibility for the financial accounting and control systems of all UK Exploration Subsidiaries together with their treasury functions.

A qualified accountant is sought for this position, with at least five years experience of oil and gas exploration and development.

Senior Financial Accountant To £26,000 + Car + Benefits

Reporting to the Group Financial Accountant you will be responsible for the supervision of the accountants in the preparation of financial accounting data for the Company's UK Exploration Subsidiaries. Additional duties include dealing with the implications of changes in legislation and standards as they apply to accounting in the oil and gas industry.

A qualified accountant is required with several years post-qualification experience, preferably gained within the energy industry, coupled with strong technical and communication skills.

Financial Accountant To £22,000 + Benefits

Working within exploration finance and reporting to the Senior Financial Accountant, you will take charge of all aspects of the day-to-day operation requirements of financial control, including preparation of monthly and annual statutory accounts and the provision of detailed analytical reports for management.

The ideal candidate will be qualified with 1-2 years post-qualification experience, preferably within the upstream energy sector.

Oil Taxation Accountant To £30,000 + Car + Benefits

As a senior member of the tax section you will be responsible for all aspects of Petroleum Revenue Tax Compliance and Planning for a group of producing fields, in addition to participating in ad-hoc exercises. Ideally you will have at least five years post-qualification experience and be conversant with current tax legislation, particularly oil-related taxes.

Asst. Oil Taxation Accountant To £24,000 + Benefits

An exciting opportunity exists within the tax section for a young qualified accountant to train in Petroleum Revenue Tax. The role will involve extensive liaison with exploration and production partners, as well as working on a wide range of technical issues. Some knowledge of UK oil taxation is desirable but most important is accounting experience in the oil sector.

Asst. Royalties Accountant To £22,000 + Benefits

Working within the tax section, you will participate fully in the preparation of statutory returns and the provision of information to the Group Taxation Department.

Ideally a newly qualified accountant is required for this interesting post. Previous royalty experience is not essential but you should have some accounting experience, preferably in an oil company environment.

Financial Analyst To £26,000 + Car + Benefits

Working closely with the technical departments and specialists, you will be responsible for the financial appraisal of projects including new investments and developments. Additionally, you will participate in contract negotiations and advise on the financial implications of contract terms.

A qualified accountant with at least five years experience, you should be conversant with post-approval techniques with particular reference to the oil industry.

Treasury Accountant To £22,000 + Benefits

Responsible for a team of five and reporting to the Group Financial Accountant, you will control the treasury functions of the UK subsidiaries handling multi-currency payments for drilling costs, leasehold payments and the computer input and control of all operations within Financial Accounting.

The ideal candidate will have several relevant years post-qualification experience within the oil industry coupled with good communication and computer skills.

Management Accountants To £22,000 + Benefits

Increasing opportunities in a number of areas exist for a qualified and experienced accountant to provide comprehensive management accounting services in both technical and corporate environments.

If you are interested in discussing further any of these positions and are prepared to conduct searches for the continued success of the company, then send your curriculum vitae and a covering letter to: **Collette Harrison, Executive Division, Michael Page Finance, 99-111 Parker Street, London WC2B 5UH, quoting ref. M110.** Full confidentiality is assured. Tel: 01-831 2000.



Michael Page Finance

London Bristol Windsor St Albans Leatherhead Birmingham Nottingham Manchester Leeds Newcastle upon Tyne Glasgow & Wrexham

Financial Controller

Growth through acquisitions
West Sussex
£27,000 + car + benefits

Following the successful development of a highly regarded range of medical and diagnostic equipment the company, a subsidiary of a substantial Plc, is set for rapid expansion. Growth will be both organic and through acquisitions. A Financial Controller is to be appointed to develop the finance function in line with this planned growth and to contribute fully on strategic issues. This is a challenging opportunity to establish a small but strong financial function. Key areas will be

the development of financial management information systems, costing systems reviews and their implementation, budgets and forecasts. As head of the finance function the role will be to play a major part in the development of overall business strategy which will include an active programme of acquisitions.

The ideal candidate will be a qualified accountant who has a successful record in financial management in fast growing

manufacturing environments. A high level of commercial awareness combined with a strong 'hands-on' approach plus the drive and potential to be promoted to the Board are all essential requirements.

Please send a full CV to Christopher Bainton quoting reference MCS/2029 to: Executive Selection Division, Price Waterhouse Management Consultants, No. 1, London Bridge, London SE1 9QL.

Price Waterhouse



FINANCE MANAGER

Central London

£25,000 + car

With turnover expected to double to £20 million this year our client, a recently launched public company with varied interests in property and construction, has recognised the need to strengthen its financial management.

Working closely with senior management and supervising a small department you will be given a free hand to improve controls, develop management reporting and introduce more sophisticated computerised accounting systems and packages.

Key attributes will be flexibility and adaptability in a dynamic environment. You should be a qualified accountant, probably in your mid 20s, with keen commercial sense that will enable you to take early responsibility and to develop your career in line with the company and its associated group's expansion plans.

Please write to John P. Sleight FCCA enclosing full career/salary details and daytime telephone number quoting reference J/789/FF.

LLOYD MANAGEMENT Selection Consultants 125 High Holborn London WC1V 6QA 01-405 1490

LLOYD MANAGEMENT

Develop Commercial Skills - Retail Giant

£25k + car

London's West End

Newly/Recently Qualified Accountant

Part of a highly acquisitive £1 billion t/o group, our client, one of the high street's most famous names, continues to enjoy increased market share. The company consists of a small number of produce-based business units, each with its own management team, wholly responsible for determining strategy and ensuring the units' overall commercial success.

A young qualified accountant is now sought to become a member of one of these management teams and play a key role in the financial control of a £2.00 million business unit. Supported by, and reporting directly to the Board, you will work closely with merchandisers and marketers at corporate level. This is a front-end, high profile role that will directly influence 'what's on the shelf'. You will therefore have the opportunity to develop both real commercial flair and the ability to quickly assess the financial implications of business decisions.

A structured career path ensures that as your experience grows over the next two years, so does your exposure, thereby opening up numerous opportunities throughout the organisation, either within financial or commercial management.

Please contact ANDREW FISHER on 01 404 3155 at ALDERWICK PEACHELL AND PARTNERS LTD, Accountancy and Financial Recruitment, 125 High Holborn, London, WC1V 6QA.



Financial Controller

MANCHESTER, up to £30,000 (package) + Car

The UK sales and marketing company of a major computer manufacturer has recently been restructured into a number of business units focusing on key industry sectors. An integral part of this strategy is the parallel development of 'third-party' sales and the reorganisation has necessitated the recruitment of a financial controller of this rapidly-developing business activity. Responsible for a staff of up to twenty, your prime role will be to provide commercial and financial management and advice to both internal business units and third parties, in order to facilitate the

mutual growth of trade and achievement of corporate objectives. You will also be expected to make a major contribution to the strategic development of third party business and to implement the financial and commercial aspects of this strategy. You must possess an understanding of the financial structure and organisation of small businesses and are likely to have had broad-based financial and management experience. You will probably be a qualified accountant in your early to mid thirties and a commercial awareness of sales and marketing activities would be an advantage. Relevant experience could have

been gained within a business services unit of a major firm of accountants. There are excellent prospects for career development within the company and its parent. Résumés, with daytime telephone number and current salary, should be sent to Peter Jones, Coopers and Lybrand Executive Resourcing Limited, Abacus Court, 6 Mansell Street, Manchester, M1 3ED, Ref. P162.

Executive Resourcing Coopers & Lybrand

Handwritten text in a box at the top center of the page.

MANCHESTER BUILDING SOCIETY
CHIEF FINANCIAL OFFICER/
SECRETARY

The position of Chief Financial Officer/Secretary to a well established Society based in Manchester city centre will become vacant early in 1989. The Society has assets exceeding £38M and a nationwide network of agencies serving both the investment and mortgage requirements of its customers.

The successful applicant will be a Chartered Accountant, Chartered Secretary or hold other relevant professional qualifications, and have previous experience in the Financial Services sector. This position is next in seniority to the General Manager and includes responsibility to the Board for:

- * Ensuring due compliance by the Society with its legal responsibilities
- * Supervising all aspects of the financial functions of the Society
- * Overseeing and controlling the general administration of the Society, including staff training and personnel matters.

The attractive remuneration package includes:

- * The provision of a car
- * Contributory Pension Scheme
- * Private Health Insurance
- * Staff Mortgage

Applicants should submit a comprehensive c.v. to:

MR D BARRON, General Manager,
 Manchester Building Society, 19-20 Bridge Street,
 Manchester M3 9BU.
 marked: STRICTLY PRIVATE & CONFIDENTIAL

MANCHESTER
BUILDING SOCIETY

NORTH EAST LONDON POLYTECHNIC
MANAGEMENT
ACCOUNTANT

c.£25,000

To meet the challenge of the move to corporate status on 1st April 1989, the Polytechnic requires a Management Accountant within the Finance Directorate.

The post involves the development of strategic and operational plans, budgets and forecasts, and the ideal candidate will be a CCAB qualified accountant with a minimum of two years' good management accounting experience in a sophisticated, dynamic organisation.

The Polytechnic has recently purchased a new computer with an Oracle relational data base and integrated financial system.

The post is located at the Polytechnic's Barking Precinct in Longbridge Road, Dagenham. Relocation expenses to a maximum of £3,000 will be paid if appropriate.

The Polytechnic is an Equal Opportunities Employer.

Application forms from the Personnel Department, North East London Polytechnic, Hornford Road, London E16 2AA. Telephone 01-590 7722.

Interviews will be held on the same address. Closing date: 27th January 1989.

Ref: 57/N/88

A direct line to the
executive shortlist

To ensure the best appointments of a senior level made from the best advice, accurate objectives and succinct presentation, Interfact provides career advice, but also a unique service to bridge the critical gap between counselling and the right job. Why waste time and money on unproductive letters?

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For an explanatory booklet without obligation, telephone 01-690 59477.

A member of the Career Development & Outplacement Division
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London House, 19 Cheong Cheong Road, London WC2H 0ES.

CORE INTERNATIONAL (U.K.) LTD.
FINANCIAL ACCOUNTANT

CORE International (U.K.) Ltd is a subsidiary of a U.S. international high-tee company. The company requires a qualified accountant (C.M.A., C.A., C.C.A.) to head its developing European financial organization.

The successful candidate will be responsible for the management of the accounting and financial reporting requirements together with those of the company's French subsidiary.

Experience in a distribution styled company would be advantageous as would the ability to speak French. Salary will be commensurate with experience.

Please reply to: Core International (UK) Ltd,
 John Scott House, Bracknell, Berkshire RG12 1JB
 or call 0344 861776 to speak to Debra Manning

FINANCIAL CONTROLLER

To join international company with a worldwide turnover in excess of \$250m. Proven professional skills should be accompanied by definite commercial ability to assist in the performance and the decisions of a small management team. The remuneration package will be tailored to an individual seeking a career where their rewards will be related to performance.

Write Box A1089, Financial Times,
 10 Cannon Street, London EC4A 4BY

AMERICAN BANK


2 ACAs "Big 8" Qualified to £25,000 + mortgage subsidy + profit share

One newly-qualified ACA is required for challenging position within the Project Team of a prime American bank. Another, more experienced ACA, is required as a Team Leader in the same area. They are high profile roles, the successful candidates will possess excellent interpersonal skills and relate well to senior management. Initiative and self-motivation are essential.

Candidates, mid 20s to early 30s, should have "Big Eight" experience and enjoy front line responsibility.

Please contact Shalagh Arnold on 01-583-1661 or send cv to her in confidence, ANGEL INTERNATIONAL RECRUITMENT,
 20 Fleet Street, London EC4Y 1BE
 (part of ANGEL INTERNATIONAL RECRUITMENT)

FINANCIAL CONTROLLER CROYDON
c.£28,000 + CAR + IMMEDIATE CONCESSIONARY MORTGAGE



Worth Your Weight In GOLD?

Birmingham Midshires, through the development of its Mortgage Management subsidiary, now has the opportunity to provide additional financial services. By utilising bulk funding through foreign banks, the company is able to develop a wide range of new mortgage products.

This is your 24 carat opportunity. An opportunity to join the management team and make a significant contribution to the development of this highly visible operation.

You will be responsible for effective financial control over all aspects of the business - ensuring standards required by the Society, principal lenders as well as regulatory and statutory bodies, are more than satisfied.

A qualified Accountant/Chartered Secretary, you need a broad business knowledge of the Financial Services industry. Detailed exposure to Building Society finance and mortgage practice, supported by extensive commercial experience is of equal importance.

If your initiative and business acumen can make your own most valuable asset, we are offering a salary of £28K, immediate concessionary mortgage facility plus all the opportunity to advance your career, with one of Britain's most progressive Building Societies.

Write, with career details, to:

Birmingham Midshires Building Society
 5 Baginbun Road, South Croydon,
 CR2 6YJ, Tel: 01-680-3322.

Alan Lawson...
 Birmingham Midshires Building Society
 5 Baginbun Road, South Croydon,
 CR2 6YJ, Tel: 01-680-3322.

FINANCE MANAGER
- DESIGNATE

North-West
Package up to £30,000

OUR CLIENT is an autonomous subsidiary of a large international group, manufacturing in the chemical process industry. The company employs over 700 and has a turnover in excess of £130m.

Following a recent restructure, the company wish to appoint an experienced accountant to be responsible for the financial and management accounts, cash flow and all statutory requirements. You will also be involved in providing financial management information to the Board, and monitoring the company's financial performance. Initially reporting to the Finance Manager, you will assume his role on his impending retirement. The Finance Manager reports directly to the Financial Director and deputises for him in his absence.

To apply you should be aged 30+ and have an ACA or FCA qualification. Ideally you should have a professional background, coupled with experience in a manufacturing environment. An ability to present formally and communicate at all levels is essential. This senior position will make a positive impact on company performance.

The company offer excellent career prospects along with an attractive remuneration package up to £30,000 together with the normal large company benefits plus relocation assistance where applicable.

To apply please send full career details, together with current salary, or telephone for an application form to: Tim Smith, Ref: 2859/TMS/FT, PA Consulting Group, 4th Floor, Fountain Court, 68 Fountain Street, Manchester M2 2FE. Tel: 061-236 4531.

PA Consulting Group
HUMAN RESOURCES
 Creating Business Advantage

EAST ANGLIA

Schlumberger Industries Electricity Management are world leaders in the manufacture of electronic measurement and control equipment. Their technological lead will be strengthened by new products currently in the design stage and a recent investment of £10 million in a new site employing robotic manufacturing techniques will ensure production efficiency well into the 1990s.

A recent acquisition and sustained impressive growth have resulted in the following career opportunities:

Schlumberger

Chief Accountant
c£24,000+excellent benefits package+relocation

A highly visible role for a qualified achiever leading a professional team and controlling day-to-day financial aspects of the company. You will gain invaluable experience in the following areas:

- * Involvement in acquisition/divestment decision making
- * Controlling reporting of UK operations to European Group Headquarters
- * Overseeing the setting up of new costing systems in a green field site.

Financial Accountant
c£20,000+excellent benefits package+relocation

A newly created role for a finalist or newly qualified accountant. Develop your skills in the following areas:

- * Preparation of consolidated accounts for UK multi currency operations
- * Designing and implementing a computerised costing system for a new manufacturing operation
- * Controlling a team of 5 staff

Both posts offer the first rate career path for which Schlumberger is renowned.

For further information contact:
 Accounting/Personnel,
 Schlumberger Group,
 Ipswich,
 Suffolk IP1 3QJ
 0479 850006.

Accountancy Personnel
 Placing Accountants First

Hays
 A HAYS PERSONNEL SERVICES LIMITED COMPANY

Hoggett Bowers

Finance Director

Television And Telecommunications
West Midlands, To £45,000, Share Options, Car

The group is the UK's leading independent cable television operator with an unrivalled reputation for providing quality of product and service, to domestic and business subscribers. It has recently been awarded a new franchise which is the second largest in Europe. With the financial backing secured and work on an eight year construction programme due to begin in April, this newly created role is seen as vital in ensuring the successful formation of the franchise operating company. Reporting to the managing director, you will provide the financial expertise required, not only in the formation of the new company, but also in all negotiations with contractors, suppliers, officials and associated bodies. Responsibilities will include direction of all finance and accounting matters, strategy, planning and budgeting. An early priority will be the installation of the computerised accounting and subscriber billing system. The initial brief however, will also encompass wide ranging responsibilities outside of the traditional financial parameters. A qualified accountant, aged 35-45, you must have achieved a senior finance position, ideally in a service industry. Your career will have been with significant companies where first class business disciplines applied. Product quality and customer service remain the key to success and experience in an environment with similar values is essential. Prospects are excellent for ambitious, committed individuals, who wish to further their careers significantly.

C. Jenkins, Hoggett Bowers plc, George V Place, 4 Thames Avenue, WINDSOR, SL4 1QP, 0753-850851, Fax: 0753-853339. Ref: W1913/FT.

Group Financial Controller

Building Services
South West England, c.£35,000, Share Options, Car

This is a first class career opportunity to make a positive contribution to the growth, development and profitability of a well established private company. The company is already a UK market leader and turnover is expected to hit £100 million by the end of 1990. Running a head office team of 25, your main responsibilities will include the day to day control of the finance function ensuring procedures and reporting requirements are met. Special emphasis is being placed on the development of strong financial controls and the implementation of a new computer system. Candidates, aged 30 to 40, will be chartered accountants with a proven track record of achievement in financial control and systems development. Inter-personal and communication skills will have to be of the highest order.

K. Townrow, Hoggett Bowers plc, 30 Queen Square, BRISTOL, BS1 4ND, 0272-298433, Fax: 0272-279714. Ref: D11078/FT.

Group Corporate Planner

Television And Communications
Thames Valley, To £35,000, Share Options, Car

The group is the UK's largest and most successful independent cable television operator with two franchises, including the second largest in Europe. Further significant expansion of its cable television and telecommunications operation is planned for well into the next decade. Reporting to the managing director, you will be part of a specialised team, which includes several prominent individuals from within the cable industry, whose task is to win new franchises for the group. This high profile role involves negotiations at the most senior levels of management on all issues relating to corporate planning. An early priority will be to upgrade the financial modelling system which is a key element of the franchise applications. Aged 28-35, MBA qualified and with sophisticated financial experience, you will have a proven track record in corporate planning and finance. You must have a thorough understanding of, and an interest in, computerised financial modelling. This is a superb role for an ambitious and dynamic individual, who wishes to play a key role with one of the most rapidly expanding companies in the cable industry.

C. Jenkins, Hoggett Bowers plc, George V Place, 4 Thames Avenue, WINDSOR, SL4 1QP, 0753-850851, Fax: 0753-853339. Ref: W19014/FT.

Financial Director

Capital Equipment Manufacture
East Midlands, c.£35,000, Car

This £75 million subsidiary of a progressive UK group is an acknowledged world leader in the design and manufacture of automated capital equipment, supplied to an international customer base. Responsibility is for the total financial management of a network of multi-site businesses, assisted by a professional team numbering 30 in total, covering computerised financial and management accounting, budgetary control and treasury management. Additionally, working closely with the managing director, you will be extensively involved in the commercial and strategic development of the core businesses. Qualified accountants, aged over 30 will be finance professionals capable of both operational management and strategic impact at the highest level, who have extensive manufacturing based experience of computerised accounting systems. Prospects beyond this initial role are outstanding.

K.H. Thompson, Hoggett Bowers plc, Castle House, 74 St. James's Street, NOTTINGHAM, NG1 6FJ, 0602-412019, Fax: 0602-474819. Ref: N13077/FT.

Divisional Finance Directors

South Coast And M4 Corridor, £32-£35,000, Bonus, Share Options, Car

Successful growth and expansion have created vacancies in two divisions of Hoggett, a fast growing plc with interests across a broad range of advanced engineering products. Both divisions, £80m turnover in the M4 corridor and £30m on the South Coast, operate in the forefront of their technological fields; both have companies in the UK and Western Europe with the larger division also active in the USA. Both roles are similar in that you will be reporting to the divisional managing director and heavily involved in the growth, both organically and by acquisition, of the division. Key activities will include strategic input at divisional board level and day to day advice, support and guidance for a significant number of companies based at home and overseas. To succeed in this challenging environment you will need to be a pro-active chartered accountant, strong in both character and intellect. Future career prospects in this dynamic group are excellent.

K. Townrow, Hoggett Bowers plc, 30 Queen Square, BRISTOL, BS1 4ND, 0272-298433, Fax: 0272-279714. Ref: D11078/FT.

Financial Controller

Consumer Durables
East Anglia, £25,000, Car

The company, a subsidiary of a major British engineering group, distributes the spare parts of the parent company's consumer durables to several thousand small and medium sized businesses throughout the country. This profitable business, which operates in an increasingly dynamic trading environment has a growing turnover of £5m. There are 100 employees based at head office and several distribution centres throughout the country. Applicants, who must be qualified accountants, will be responsible for the provision and interpretation of financial management accounting information. Of key importance is the ability to utilize computer information systems. Age need not be a ruling factor, but commercial awareness, creativity and the ability to help develop a growing business is of key importance. Reporting and working very closely with the managing director this position should lead to a directorship in due course and overall opportunities within the group are outstanding. The normal fringe benefits package is offered, plus car and assistance where appropriate to this extremely attractive location.

M. Stein, Hoggett Bowers plc, 1/2 Hanover Street, LONDON, W1R 0WB, 01-734 8852, Fax: 01-734 3738. Ref: H17052/FT.

These positions are open to both male and female candidates. Please telephone for Personal History Form to the relevant office, quoting the appropriate reference.

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, SHEFFIELD and WINDSOR
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 For further information call 01-248 8000

Candida Raymond ext 3351 Deirdre McCarthy ext 4177 Paul Maraviglia ext 4676
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BUSINESS DEVELOPMENT EXECUTIVE

UK RETAIL GROUP

N Home Counties

£35,000 + car

This dynamic and progressive retail group continues to strengthen its leading position by both enhancing and expanding its portfolio of first class retail businesses, each clearly distinguished and targeted.

To meet the challenges of this highly competitive and fast moving sector, there is a requirement for a key individual to make an effective contribution to business strategy.

Reporting at board level you will be responsible for initiating and successfully completing a wide range of business projects. Specific areas of involvement will include store development, space utilisation and

product line performance. In short, all issues which are critical to achieve maximum profitability.

An assertive and enterprising individual, you will need to display an energetic and mature approach in order to command respect from diverse user groups. First rate interpersonal skills are essential due to the high profile nature of the role.

Aged 27-35 with broad commercial experience, you should possess the determination and resilience to perform within this challenging environment.

Interested applicants should contact James Hyde on 01-437 0464 or write enclosing a detailed CV to the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS

Queens House 1 Leicester Place London WC2H 7BP
Telephone: 01-437 0464

Finance Manager

Sussex

£30,000 plus car

As a result of acquisition, this already well established supplier to the automotive industry is experiencing a revitalisation and is poised for considerable growth and development. It is now part of a major European Group which has already developed a comprehensive, profitable and respected visibility in a number of competitive business sectors. The current opportunity is for a qualified accountant to help lead these exciting moves forward based at the commercial and manufacturing centre in Southern England.

Probably aged between 35 and 49, applicants should not only have had previous practical involvement in the financial management of a company supplying competitive products under contractual obligations, but also the commercial flair, negotiating skills and ability to manage the change that will be part of this demanding yet rewarding role.

If attracted to this challenge, please send full career and personal details to John Overton FCA, Managing Director, Bernard Hodes Overton, 8 Dorset Square, London NW1 6PU or telephone 01-706 4911 for an application form quoting reference 12/1136.

BERNARD HODES OVERTON

MANAGEMENT SELECTION • EXECUTIVE SEARCH

Treasurer

Nottingham

£ Negotiable + Car + Benefits

The privatisation of the Electricity Supply Industry in 1990 will offer challenging and exciting opportunities for staff at East Midlands Electricity.

In preparation for privatisation East Midlands Electricity wishes to appoint a Treasurer to head its treasury department.

Reporting to the Financial Director this is a key role in the development of an organisation with an annual turnover in excess of £1 billion.

Responsibilities will include cash management, implementing treasury systems, forecasting funds requirements, interest rate risk management and advising on the Treasury aspects of corporate strategy.

You will preferably be aged 30-35 with broad financial experience and at least three years treasury experience in a medium/large organisation.

Experience in negotiating with financial institutions is essential.

You will be a business graduate or qualified accountant.

You must be capable of innovative thought with strong interpersonal skills and a confident manner. Salary is negotiable depending on age and experience. Relocation assistance will be provided where appropriate.

Interested applicants should write, in the first instance, enclosing current CV and present salary to: Mr. J. F. Harris, Chairman, 398 Coppice Road, Arnold, Nottingham NG5 7HX.

E East Midlands
Electricity

FINANCIAL DIRECTOR

Essex. £40,000 package + executive car

We are a highly profitable and expanding privately owned Distribution Company with a turnover in the region of £20 million. We are seeking to appoint a dynamic, tough and ambitious Finance Director as a No.2 to our Chairman/Managing Director who will be able to demonstrate a high level of technical ability backed by the commercial awareness to make an early contribution to the continued development of the Company. The right individual will be a qualified accountant, aged 28-35, have a well developed business sense and sound interpersonal and communication skills to complement our entrepreneurial Chairman/Managing Director. Your main strengths must include leadership, communication and the ability to determine commercial priorities. In addition to the usual benefits, the rewards for success in this post will be equity participation and top league remuneration.

Should this appear to be the opportunity you now feel ready for, which will not only capitalise on your professional expertise and personal attributes, but provide a challenge rarely found, please forward full CV and passport sized photo to

Write Box A1097, Financial Times, 10 Cannon Street,
London EC4P 4BY.

A&K

Abercrombie & Kent

Financial Controller

£25-35,000 plus car,
travel concessions etc

London

Our client, Abercrombie & Kent Ltd, one of the A&K Group of companies, is an internationally known and exclusive travel agency. Through natural growth, business has expanded rapidly and profitably over recent years, and there are plans to continue to develop this niche market.

The post of Financial Controller entails responsibility for all the accounting, data processing, administrative and personnel aspects of the company's business. There is a particular current need to improve systems. There will be, of course, an involvement in the commercial decisions of the company.

Candidates should be qualified accountants probably aged between 25 to 35, and possess experience of the travel trade or related business such as hotels or airlines. Some management experience is an essential requirement, as is experience of computerised accounting systems. Above all, however, applicants must have a practical hands-on approach and be prepared to carry out a wide variety of tasks as needed.

Remuneration will reflect experience and formal appointment to the Board is expected after about two years.

Please write, in confidence, enclosing your curriculum vitae including current salary and daytime telephone number, quoting reference A2052 to Michael Ping, Grant Thornton Management Consultants Limited, Grant Thornton House, Melton Street, Euston Square, London NW1 2EP.

Grant Thornton
Management Consultants

Group Financial Controller

£35K + Car & Benefits City

We are one of the leading international fund management groups with over £4.5bn under management, and are seeking to appoint a Group Financial Controller. Reporting to the Group Finance Director, your responsibilities will encompass:

- Financial accounting policy & practice
- Tax planning
- Monitoring Group performance
- Treasury Management

To meet this demanding role, you're a qualified A.C.A., probably aged 30-38. Behind you there's a sound career working at the centre of an international company, preferably in Financial Services, where you have had similar responsibilities, or are ready for promotion to this level.

If you meet our requirements please apply with CV to Colin Campbell, Director of Personnel, Gartmore Investment Ltd, Gartmore House, P.O. Box 65, 16-18 Monument St, London EC3R 8QQ.

Gartmore

APPOINTMENTS ADVERTISING

For further information call 01-248 8000

Candida Raymond ext 3351 Deirdre McCarthy ext 4177

Paul Maraviglia ext 4676 Elizabeth Rowan ext 3456

Patrick Williams ext 3894 Patrick Sherriff ext 4627

**BRITISH
CHANNEL ISLAND
FERRIES**

FINANCIAL CONTROLLER

c. £25,000 + Car + Benefits

We are the leading ferry operator to the Channel Islands and seek a Financial Controller with responsibility for financial systems and management accounting. The position reports directly to the Managing Director.

Applicants should be qualified accountants with a commercial outlook and have experience in a management role. Familiarity with microcomputer modelling techniques is essential and a knowledge of the travel industry would be an advantage.

Applications in writing, enclosing a C.V. to:
Mrs D Hall, Personnel Dept.,
Fairfield House, Kingston Crescent,
Portsmouth PO2 8AA.

FINANCE MANAGER

£21K - CHESTER

We are looking for a qualified or part-qualified Accountant (CIPFA, CIMA or CICA) to take up the high-profile position of Finance Manager in our Senior Management team. Based in the historic City of Chester, this post offers a benefits package including company pension, relocation expenses and performance bonus.

Responsibilities include managing the accounting systems of a regional unit of a National distribution organisation. The unit has 1900 employees and an annual turnover of £22m. The successful candidate will have a special blend of Accountancy and Management Skills and will be in charge of a team of about 25 staff.

If you have the foresight, organisation, and determination to meet this challenging post, send your CV to Sue Dale at PO Box 150 Chester CH1 3QH by 15 January 1989. We are an equal opportunities employer.

TREASURER

applications are invited for this challenging new post in an International Private Group of Companies, with an annual turnover in excess of £50 million, dealing in multi currencies within Europe, the Far East and the United States.

The key requirements of the brief will be:

- developments and management of a hedging strategy
- management of cash
- investigation and management of other investment opportunities

Proven relevant experience is sought.

The post will be based in Kent and, in addition to assistance with relocation if appropriate, an excellent salary and benefits package will be offered.

Please send full career details to: Box A1102,
Financial Times, 10 Cannon Street, London EC4P 4BY

Mergers And Acquisitions - Assistant Vice President

City Of London;

American

Investment Bank

c £30,000, Car And

Banking Benefits

This is an exciting new position with the merchant banking operation of a prestigious New York based money centre bank. Reporting to a managing director, the successful candidate will be responsible for liaising with officers throughout the bank's substantial European and North American network to develop business with clients involved in cross border acquisitions and divestments. Aged mid 20's to early 30s, a graduate and/or qualified accountant you will have at least two years M & A experience in a merchant bank or the treasury of a major public company. An analytical, commercially aware mind with a demonstrable familiarity with European economic affairs is essential. Computer literacy will be a significant advantage. For an articulate, self motivated individual the position offers a tremendous career opportunity to undertake business development responsibilities limited only by your own ability.

Male or female candidates should submit in confidence a comprehensive c.v. or telephone for a Personal History Form to, J. Mallin, Hoggett Bowers plc, 1/2 Hanover Street, LONDON, W1R 9WB, 01-734 8882, Fax: 01-734 3736, quoting Ref: H28002/FT.

Hoggett Bowers

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, GLASGOW, LEEDS, LONDON,
MANCHESTER, NEWCASTLE, NOTTINGHAM, SHEFFIELD and WINDSOR
A Member of Blue Arrow plc

FINANCIAL CONTROLLER

CENTRAL
LONDON

£27,000
+ CAR
+ BONUS

PUBLISHING SUBSIDIARY of a 'house-hold' name parent company have gained a higher profile and a greater degree of freedom after a recent internal review of group operations. This in turn has led to the need to appoint a new Financial Controller who will be able to operate in an autonomous role reporting to the Group Finance Director.

The position requires a number of key attributes - primarily the ability to guide a large accounts department through what is effectively a culture change, whilst maintaining and ultimately improving the quality of work produced. The Financial Controller will also be expected to produce a complete financial and management information business support service, with particular emphasis on monitoring of profitability and return on capital.

The organization has a high quality portfolio of magazines and views growth as occurring both within this portfolio and also by addition of further titles. The position should sustain the interest of a young professionally qualified candidate (ideally with some knowledge of publishing) whilst prospects within the group are excellent in the medium term.

Interested candidates should a C.V. to Gordon Montgomery or call for further information. Telephone 01-629 8863 Fax 01-408 0961

**BOND
ACCOUNTANCY**

RECRUITMENT CONSULTANTS

BOND HOUSE, 19-20 WOODSTOCK ST, LONDON W1E 1HF TEL: 01-629 8863

Opportunity for a CHIEF ACCOUNTANT For a New LLOYD'S BROKER Circa £40,000 pa + benefits

Our client is in the process of becoming a Lloyd's Broker and an opportunity has arisen for the newly created post of Chief Accountant to join the company at this early stage of its development. Projected premium income that it will place in its first year as a Lloyd's Broker will be in the region of US\$40 and the new company is soundly financed by a successful US Broking House.

The Chief Accountant will report to the UK based Managing Director and will probably be a qualified Chartered Accountant aged between 35 and 50 and must have good recent experience in a Lloyd's Broker. Responsibilities will include, setting up a new fully computerised system incorporating all aspects of financial and technical accounting, statistics and secretarial duties. The successful candidate will work in close support with the board in planning the future growth of the company.

Please write in strictest confidence, enclosing full details of career to date to: Stuart Rochester

246 Bishopsgate
London EC2M 4PB

Neville Russell
Chartered Accountants

SMULTI-BILLION RETAIL LEISURE GROUP

FINANCIAL CONTROLLERS

£28-35,000 + Executive Car

London & South East

This highly acquisitive British group enjoys world dominating status across a broad range of leisure and retail markets. Operating autonomously within the group, our client is a major player in the food services sector. They currently boast a highly profitable turnover in excess of \$150 million and the future holds even greater excitement as over the next 3 years the division plans to double the number of their nationwide outlets.

The Food Services division seeks 3 qualified accountants to join management teams, at both regional and divisional controller level and to take responsibility for the commercial success of key operations. Reporting to the Commercial Director, these roles will involve a high degree of line management responsibility, concentrating on issues as diverse as:

- Business Analysis
- Strategic and Business planning
- New product appraisals and pricing studies
- Investment appraisal

These roles will demand a high level of commercial acumen, creativity and drive. It is expected that the successful candidates will be aged between 25-34.

Prospects for career progression are virtually unlimited in view of the group's growth, and the salary package is complemented by a full range of large company benefits.



Please write in confidence, enclosing a full CV, quoting ref A234 to Julia Church at Mervyn Hughes International Limited, Management Recruitment Consultants, 63 Mansell Street, London E1 8AN. Tel: 01-488 4114.

FINANCIAL CONTROLLER

FAR EAST REGION £40K PACKAGE SHARE OPTIONS, CAR, LONDON BASE

Inchcape, the international services and marketing group, operates in more than 60 countries, acting for internationally known manufacturers' products and technologies and providing skilled specialist services worldwide. The Group's core strategic businesses are in three main areas: Services, Marketing and Distribution and Resources and range from Buying Services and Motors through to Inspection and Testing.

The success of the Group in recent years is due in no small part to having first class financial and commercial management. A promotion has created the need for a qualified accountant to take responsibility for a business sector based in Hong Kong and covering the Pacific Basin. Reporting to the Director, Group Financial Control, you will provide a full primary financial and commercial service to senior Group management and work with, and support, unit financial management in the field. Effective budgetary and financial control, critical review of acquisitions, capital investments and disposals, improvement of internal controls and support of strategic planning are the key responsibilities of this role.

Based in the new West End Offices, with extensive travel to the region, you will be professionally qualified and have held both line and staff positions in a major multinational organisation, preferably with Far East experience. In your mid 30's, you must be able to deal with a variety of financial and commercial issues across a wide spectrum of management and be ambitious for an international career.

Interested applicants please write, in the strictest confidence, with full career details to our consultants at:

Madar UK Limited, 2 The Courtyard,
Smith Street, London SW3 4EE.

Inchcape

Financial Director Designate

S. Home Counties

c.£40,000 + car

Our client is a highly successful and profitable company which operates in the service sector and is a subsidiary of a major plc. It has a range of activities and is looking to grow significantly both organically and by acquisition. They now need an experienced financial manager to join the management team and contribute to the company's development.

The position will report to the Managing Director and carry full responsibility for optimising the company's financial performance. This will involve the development and implementation of

financial plans and strategies, the maintenance of tight financial controls and the management of substantial accounts department.

Candidates must be qualified accountants with a successful track record of financial management, ideally in the service sector. The ideal candidate will have a strong presence and excellent communications skills together with a high degree of commercial acumen and computer literacy.

Please write enclosing full career details to Jane Woodward at the address below quoting ref SHA.1232.



Stoy Hayward Associates

MANAGEMENT CONSULTANTS, EXECUTIVE SELECTION DIVISION, 8 BAKER STREET, LONDON W1M 1DA
FAX: 01-487 3886
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FINANCE MANAGER

CIRCA £26,500 PLUS CAR
INTERNATIONAL ENTERTAINMENT

Our international client is one of the foremost names in the world of entertainment with an annual turnover in excess of \$200 million. They are currently involved in developing new exciting projects both within the UK and many of the 29 other countries in which they operate.

A high-profile company with an impressive track record, they are currently seeking to recruit a Finance Manager to work within their international Headquarters based in London's West End.

In addition to the supervision of a small HQ Accounts Department and the Control of the Group Sterling position, emphasis is placed on the involvement in ad hoc project-based work to assist the Group Treasurer in his activities worldwide.

An accountant, with 2-3 years' sound post qualified experience, you will possess first class interpersonal skills and a flexible and enthusiastic approach to work.

There's an attractive package which will include fully expanded car, medical insurance cover and company pension scheme.

Please apply in confidence, enclosing full CV and detailing telephone number to Loraine Lee, M&H Recruitment Advertising, 60 Newark Street, London W1W 3BA.

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DAWSON INTERNATIONAL PLC

CORPORATE FINANCE MANAGER

This is a senior position with one of the UK's most successful textile groups. The group is composed of a number of specialist companies operating in the world markets and in recent years has substantially broadened its spread of interests, principally by acquisition in the USA.

The Corporate Finance Manager will be involved in:

- evaluating and effecting corporate acquisitions, including the arrangement of related finance, and disposals;
- ad hoc strategic projects;
- and
- the analysis of competitors' financial performance.

The position reports directly to the Group Finance Director but involves contact with other senior executives within the group. It also involves regular contact with a wide range of external advisors.

The person we seek is likely to be aged between 27 and 32 and will be a qualified accountant with experience at a managerial level in:

- corporate investigation/special assignment work with an international accounting firm;
- or
- corporate finance work with a merchant bank.

The job will be based at our Head Office in Edinburgh. The appointment offers an excellent salary, company car and other executive benefits. To apply please write giving full personal and career details to:

William A Simpson
Director Human Resources
Dawson International PLC
9 Charlotte Square
EDINBURGH
EH2 4DR



Financial Director

West Midlands,
£35,000, Car, Bonus

Federal Express Systemline is part of the Federal Express Corporation, which is a market leader in the provision of time sensitive delivery services on a world-wide basis.

Systemline is itself now recognised as a market leader in high quality contract distribution, this has been achieved by being able to provide tailor made operational solutions to suit the customer needs, by the use of the very latest technology and through the commitment of our people.

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The ideal candidate will be a well-qualified accountant aged preferably 35-45 with at least five years experience of working in a multi-site environment within a large group at the level of financial controller or above, ideally in the service industry. To succeed in this high profile role it is essential to have well developed personnel skills, be committed and self-motivated. The attractive package of benefits includes an executive car, bonus scheme, non-contributory pension, BUPA and relocation assistance where appropriate.

Male or female candidates should submit in confidence a comprehensive c.v. or telephone for a Personal History Form to, G.J. Deakin, Hoggett Bowers plc, 13 Frederick Road, Edgbaston, BIRMINGHAM, B15 1JD, 021-455 7575, Fax: 021-454 2338, quoting Ref: B18025/FT.

Hoggett Bowers

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NORTHUMBRIA

Group Financial Controller

Newcastle upon Tyne - Package Negotiable circa £25k+

Proudmutual Limited, formed in 1987, is a rapidly growing and successful Transport Holding Company, based in Newcastle upon Tyne.

Further growth is expected in 1989 and a Group Financial Controller with Board potential is now required to be responsible for the finance function of operating subsidiaries at Group level.

Reporting to the main Board through the Group Finance Director, the successful candidate will be a good manager and have "hands on" experience of consolidation work, together with a knowledge of accounting for acquisitions, disposals and mergers.

Career potential is excellent and geographic mobility will enhance the prospect of a Board appointment within two years.

The remuneration package will include the usual large company benefits and initially be negotiable circa £25,000+. Equity will be made available on a performance related basis.

Candidates who must be qualified ACA or ACCA and aged 25-35, should forward full C.V. by 16th January 1989, to:-

Mr. D. S. Simpson Group Finance Director, Proudmutual Limited, 6 Portland Terrace, Jesmond, Newcastle upon Tyne NE2 1QQ

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2 Manor Row,
Bradford BD7 4NL.
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Accountancy Personnel on
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An Advertisement Sales Executive is required for the Financial Times Frankfurt based Advertisement Sales Team. Previous advertising experience is not as necessary as a broad knowledge of German commerce and industry. Fluency in English and German is essential. Salary will be negotiable. Applications in English (or German) accompanied by a curriculum vitae should be forwarded to:

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Guilletsstrasse 54, D. 6000 Frankfurt am Main 1,
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FINANCIAL TIMES

EUROPE'S BUSINESS NEWSPAPER

Head of Internal Audit

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Choice of locations c.£26,000 plus car

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This is a unique and exciting opportunity for a pioneering auditor to develop audit services, to promote the value of internal audit and contribute to the effective use of resources within each organisation.

Reporting at Finance Director level you will be a self-motivated, enthusiastic professional with the experience, commitment and leadership skills needed to head this influential unit.

This post is as challenging as it is unique and offers tremendous scope and

flexibility; it features a choice of one of three attractive, convenient locations and you may be based at either the City of London, Colchester (Essex), or West London.

A generous salary, company car, excellent holiday entitlement, contributory pension scheme and good sports and recreational facilities are also offered.

For further information contact Bob Cuning at Austin Knight Selection, 20 Soho Square, London W1A 1DS. Tel: 01-437 9261 (01-256 6925 evenings/weekends). Please quote ref: 815/IRG/89.

Austin Knight Selection

Internal Auditor

(Europe)

Stanmore, Middlesex

£Neg + Car

AMP Incorporated, the world's acknowledged leading producer of electrical/electronic connectors and interconnection systems has 28 subsidiaries and branches worldwide.

We now require an Internal Auditor to perform operational and financial audits of the European subsidiaries, although it is envisaged that the successful candidate may occasionally become involved in the Far East, Latin America and the USA.

Based at pleasant offices in Stanmore, the ideal candidate will be educated to degree level and possess ACA qualifications. Big Eight training and linguistic ability would be a distinct advantage, although not essential. In addition, he/she must be capable of dealing with staff at every level and be able to demonstrate

potential to progress to a management position.

The post will involve around 50% travel throughout Europe, and if necessary, language courses will be offered to the right individual. The successful applicant will receive a generous salary, company car, together with membership of an excellent pension scheme and other benefits associated with a progressive company. Relocation assistance will also be agreed in appropriate circumstances.

If you feel you match our requirements, please telephone for an application form or send a comprehensive CV which includes details of your current remuneration package together with a hand written covering letter explaining your interest in the post to:

The Personnel Department,
AMP of Great Britain Limited,
Farmhouse House, Merion Avenue,
Stanmore, Middlesex HA7 4ES
Telephone 01-884 8386.

AMP

INTERNATIONAL CORPORATE AUDIT SENIOR FINANCIAL AUDITOR

Financial Services Group £26,000 + car + bonus

Our client is a highly profitable, household name in the UK Insurance and Financial Services marketplace. Commitment at Group Audit Committee level is ensuring a drive for robust and efficient systems across the whole business.

As a qualified accountant within a small team based in Surrey, responsibilities will include:

- * leading or working within investigative teams on operational audits and reviews — to agreed objectives, criteria and time-frames.
- * the critical examination of controls systems and analysis of organisational procedures — using and developing appropriate audit techniques.

A commercial awareness, with good planning and implementation skills is important, along with a capacity for independent decision-making. Assignments are occasionally outside of the UK.

Please contact Lesley Harding on
0844 21 7277
for further details

PHILIP JAMES & COMPANY
17 Thame Park Road, Thame, Oxon, OX9 3XD

Financial Controller Food & Drink Industry

Central London

to £25,000 +

The Food & Drink Federation is the principal representative body for the food and drink industry in the UK — an industry employing over 500,000 people and commanding some 25% of all consumer expenditure.

We seek to appoint a Financial Controller to be responsible for all FDF financial and accounting procedures and services.

Responsible to the Director General, you will develop, adapt and maintain systems and procedures to plan, monitor, record and report the financial affairs of the Federation and serviced associations.

This is a key role in a senior team, involving considerable liaison with Heads of Departments and outside bodies. We are looking for a qualified computer literate, Accountant with relevant experience. First class communications skills and analytical ability are essential.

Salary will be negotiated in the region of £25,000.

Please write to Ms Rowena Tili, The Food & Drink Federation, 6 Catherine Street, London WC2B 5JJ. Closing date for applications 30th January 1989.

FDF

FINANCIAL CONTROLLER

City

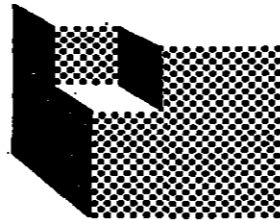
c.£28,000 + Car

Our client is a well established, quoted venture capital company which has been instrumental in helping numerous small companies in a variety of industries to obtain either a stock market quotation or to expand.

It now seeks a young Chartered Accountant who will both undertake investigations into potential investments and act as part-time financial controller for a number of existing investments.

Candidates will have good technical, analytical and communication skills and enjoy working in a small, entrepreneurial environment where they can make a direct contribution to profitability.

Please telephone D.E. Stribman for further information or write to him at the address below.



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Financial Director — with progression to General Management

c.£30,000
executive car

North West

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Reporting to the young, dynamic Managing Director, responsibility is for the provision of timely, meaningful accounts with the emphasis on systems development for both finance and MRP. Certainly qualified, you must have managed the factory accounting function in a fast moving, highly commercial environment and ideally have managed computerised systems development and implementation. You must be a motivated achiever who has a real business feel and has the ambition and capacity for development to a general management or more senior finance role. Accelerated career progression may involve relocation within the UK.

Excellent benefits include non-contributory pension, family health scheme and relocation assistance.

Male or female candidates should send a comprehensive c.v. or telephone for an application form to Howgate Sable & Partners, Barnet House, 53 Fountain Street, Manchester, M2 2AN. Telephone: 061-228 6919 quoting reference: (F.T.168).

Howgate Sable

EXECUTIVE SEARCH AND SELECTION

Finance Manager

South of London — Near M25

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Our client is a major subsidiary (to c.£200m) of a "household name" group in the service sector. Rapid growth and diversification has created a need for an ambitious and effective Finance Manager reporting to the Financial Director. The role has responsibility for the accounts function of 45 staff and control within newly developed areas of the company's business as well as introduce and maintain sophisticated management reporting systems.

Candidates should be graduate qualified accountants, age indicator 27-32, who can demonstrate an outstanding record of achievement to date and are seeking a role with significant intellectual and management challenges.

Energy and flexibility are essential and will complement proven problem solving ability and interpersonal skills. Prospects for rapid advancement are excellent.

Please telephone or write enclosing full curriculum vitae quoting ref 306 to:
Nigel Hopkins PCA,
97 Jermy Street,
London SW1Y 6JE
Tel: 01-889 4572
Fax: 01-925 2336

Cartwright Hopkins

FINANCIAL SELECTION AND SEARCH

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c.£30,000 + CAR

CROYDON

The principal operating subsidiary (T/O c.£35m) of an acquisitive UK plc, the Company is a leader in the contract security industry. We have an outstanding growth record which is projected to continue. Operations are controlled from fourteen profit centres which are being brought onto networked systems.

The Chief Accountant will be responsible to the Finance Director for all aspects of accounting and management reporting functions (25+ staff) and will be expected to make a significant contribution towards the financial performance and control of business. The accounting systems currently use the latest IBM System 400 and substantial further development of its management information capabilities are in hand.

We are interested in meeting qualified accountants who have broad financial management experience gained in a commercial environment. Strong leadership capabilities combined with appropriate technical skills are essential. The post will suit someone who enjoys working under pressure and is looking for further progress.

Prospects within the group are excellent. The attractive package includes a fully expensed executive car and usual plc benefits.

Please write with career details to E. G. Hart, Reliance Security Services Limited, Surety House, 78-86 Brigstock Road, Thornton Heath, Croydon, Surrey CR4 7JA. Tel. No. 01-689 7799.



RELIANCE SECURITY

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WHO ARE WE



QATAR GENERAL PETROLEUM CORPORATION (HQ)
STATE OF QATAR

QGPC is the National Corporation covering the Exploration, Production, Refining and Marketing of Qatar's Oil and Gas resources. We are the headquarters function of QGPC, situated in Doha, where Expatriate employees can enjoy challenging work opportunities in a modern urban environment, offering a very good family lifestyle and with excellent Company benefits.

WHAT WE NEED:

HEAD OF INTERNAL AUDIT

We need a highly qualified/experienced and capable Internal Auditor to fill the above post, he will be reporting to the Management on all the Internal Auditing activities throughout the Corporation and its Subsidiaries. Applicant must have at least an MSc. Degree in Accounting or equivalent plus 15 years experience, including at least 8 years responsibility for Internal Auditing or Financial Control in major companies.

Languages: Perfect Arabic/English both spoken and written.

IF INTERESTED:

Interested applicants are requested to submit detailed CV's supported by 2 photographs and copies of their credentials to:

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9/11 Kensington High Street 02014-15410 Psychiko
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ANSVAR Insurance

Accountant Eastbourne

A worldwide mutual insurance group for those who abstain from alcohol. As a result of rapid growth, the UK company, based in Eastbourne, wishes to appoint a qualified accountant to deputise for the Assistant General Manager (Finance) with a view to succeeding him on his retirement. Tasks will include preparation of accounts, oversight of investments and improving the quality and interpretation of management information.

Candidates, aged c. 27-35, must be qualified accountants, ideally familiar with accounting for the insurance industry. They should have the management skills and personal potential for playing a major role in the continued expansion of the company. They must be keen, drinkers and subscribe to the philosophy of the company. An attractive salary and benefits (including subsidised mortgage) will be negotiated.

Please apply to: Sir Timothy Hoare, Career Plan Ltd, 33 John's Mews, London WC1N 2NS, tel 01-242 5775. Fax No. 01-831 7623.

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Personnel Consultants

FINANCIAL CONTROLLER

LONDON — TO £30K PLUS CAR

Dynamic approaches have allowed the Rapida Group to establish itself as a major force within its specialised sector of the printing industry. Pre-press is an exciting marketplace utilising some of the most sophisticated technology in industry today.

Future corporate plans will be realised from both further organic growth and acquisition.

To enable us to continue to realise our ambitious goals we now require the expertise of a financial controller.

The successful candidate will be a young highly active qualified accountant preferably with a training in public practice followed by a minimum of 3 years in commerce.

Highly varied responsibilities represent an exceptional career progression platform for a commercially aware accountant determined to realise full potential.

Please write with full CV, current salary and telephone number to:-

The Managing Director
Rapida Group
136-148 Tooley Street
London, SE1 2TU



Financial Controller

£Multi-Million Media Group

London

c. £25,000 plus Car

Following a period of re-organisation and the formation of a joint venture company, geared to increasing their European presence, this c. £300 million British Group enjoys massive market penetration throughout the outdoor advertising arena. Operating within the Group, our client is responsible for some c. £70 million international media spend and is a major contributor to Group profit.

A Financial Controller is sought to take total management responsibility for ensuring the smooth running of the finance function and its timely/accurate reporting procedures.

However, this is not a 'number crunching' role. It is a key position, reporting to the Commercial Director and involves exposure to all aspects of the business. Therefore, a recently qualified accountant is sought, capable of conducting ad-hoc projects which will directly influence the success and profitability of the division.



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UK FINANCE DIRECTOR

Maidstone/London £25/30,000 + Bonus + Benefits

Our client is a highly acquisitive private company which is currently strengthening its senior management team with a view to flotation in 1990.

The business is expanding rapidly in the UK and Continental Europe through acquisitions and by organic growth in the range of security and allied services it offers to commercial and domestic customers.

There is now a need to recruit a UK Finance Director reporting to the Group Finance Director. This is a new position which will carry responsibility for consolidation of the accounts of subsidiaries, monitoring cashflow, preparation of budgets and forecasts, developing and implementing management information systems, integration of new acquisitions and ad-hoc investigations.

Candidates will probably be chartered accountants in their late twenties or early thirties looking for an opportunity to work in a demanding environment.

The remuneration package will include a car and the normal range of benefits. Please write in confidence with full career details and present remuneration, to:-

Goodall & Co.
122-124 Regent Street
London W1R 5FE
For the attention of Mr R. Bray

HEAD OF FINANCE AND ADMINISTRATION

Richmond-upon-Thames to £38,000 + Car and Benefits

ECS is a market leader in IBM computer leasing and is part of the Société Générale banking group. Within two years ECS has achieved an annual turnover of £95 million and significant expansion is anticipated. The Company is additionally extending its services into computer maintenance and micro-computer distribution.

Reporting to the Board, the Finance and Administration Manager will be responsible for all aspects of internal and external reporting based on in-house DP systems. Specifically, responsibilities include:

1. Accounting and Sales Administration.
2. Liaison with Group Financial Control.
3. Accounting policies.
4. Treasury and tax planning.
5. Development of internal reporting.
6. Financial control.
7. Data Processing.
8. Annual audit.

There are currently around ten staff supporting these functions, but this number is expected to grow considerably.

The ideal candidate will be educated to a degree standard and will have held an accountancy qualification for a number of years. Particular strengths in systems are required as is the ability to relate well to a marketing orientated business. Career prospects are excellent.

Apply with full C.V. to: G.E. Wigram FCA,
ECS International UK Limited,
Eton House, 18-24 Paradise Rd,
Richmond-upon-Thames,
Surrey TW9 1SE
marked 'Private & Confidential'.



FINANCIAL CONTROLLER (DIRECTOR DESIGNATE) DOWNLAND

Downland is a small, but rapidly expanding, Property Group operating in Commercial and Residential markets.

We require an FCA, preferably with property experience, to lead our Finance and Company Secretarial functions.

Based at our Chichester office, you will need sufficient experience to manage the Admission to the Stock Exchange of the Group. Listed company experience is desirable.

An excellent package is offered including basic £40,000 per annum, Performance Based Bonus Scheme, PPP, Executive Pension Scheme, good company car, Life Assurance, Share Option Scheme on Float.

Apply with full C.V. to:

Simon M. Johnson, Managing Director, Downland Estates Ltd, 1 Northgate, Chichester, West Sussex PO19 1AT.

NMC - Management Consultants

Corporate Finance Manager

Excellent salary (including car) and career opportunities

A Hampshire based multinational, specialised in the manufacture and retail of consumer and professional cosmetic products, seeks a Corporate Finance Manager.

Reporting to the Executive Director, Commercial Operations, the successful candidate will be responsible for finance and administration, with an emphasis on the controlling aspects; and will also have budgetary responsibility for Head Office.

The ideal candidate will be a chartered accountant (age 35) with cost accounting experience and will be familiar with budgeting and auditing as well as having good financial and commercial knowledge including taxation.

The company uses Honeywell systems and IBM microcomputers, and on line account systems with Lotus, and computer literacy is essential.

Highly motivated individuals with good leadership skills, who can perform well under pressure should apply in writing to:

Fiona Crawford, NMC Management Consultants, 42 Curzon Street, London W1Y 7RF, Telephone: 01 491 4908, Facsimile: 01 629 2783

MANAGEMENT ACCOUNTANT

North West London

Salary c£22,000 + Car

Part of a major international group, a food manufacturing company located in North London, with ultra-modern, automated production facilities, whose high quality products are brand leaders, requires an exceptional individual as their Management Accountant and deputy to the Financial Controller.

Full responsibility for the management accounting function includes cost and budgetary control, forecasting, capital project appraisal, remuneration management and continuous review and improvement of existing systems and procedures.

The successful candidate will probably be at least 27, qualified (CIMA) currently with managerial responsibility, competent in the development and operation of computerised systems and ideally with experience in the food manufacturing industry.

A contributory pension scheme, life insurance and company car are provided along with other benefits including generous relocation expenses, as necessary. Career prospects in the group are excellent.

Apply, in confidence, giving full personal and career details quoting reference FT/610, to:

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TECHNOLOGY

Europe warms towards energy management

Della Bradshaw reports on advances in computer-controlled systems for factories and offices

This year British businesses will spend £10bn on energy to run their heating, lighting and industrial processes. But in spite of the savings companies can make by cutting consumption, businesses in western Europe have been slow to introduce energy management systems. Such systems monitor heating, ventilation and air conditioning, and achieve the desired conditions with the minimum energy input.

In the US, companies have been using computer-based systems since the 1970s. But in Europe interest has been aroused only recently with the development of systems based on microcomputers. Manufacturers of energy management systems in the UK are now optimistic. "The technology is becoming more and more reliable, which makes people more comfortable about leaving machines in charge of their buildings," says Richard Shord, director of the product marketing division at Trend Control Systems, a manufacturer of microprocessor-controlled energy management systems. "As the computerised systems are much smaller - and are often pre-wired and pre-tested - the project management is also much easier."

A growing number of European companies have joined the two major US suppliers, Honeywell Controls and Johnson Control, in selling systems. These include three Swiss companies, Landis and Gyr, Staefa Control Systems and Sauter Automation, as well as Siemens and AEG, of West Germany, and Satchwell Control Systems (part of GEC), Trend, Transmittion and Potterton Energy Controls in the UK. As the cost of the central computer hardware continues to fall, a microcomputer-based energy management system can now be bought for as little as £1,000. However, the complicated wiring and installation needed for a new system can double the outlay. At the heart of today's energy management systems

are four main components: ● Sensors to monitor air temperature (inside and outside the building), lighting levels, humidity and noxious gases. They can also tell whether there is anyone in the room, through a switch which registers when a door is opened. ● Direct digital controllers - electronic boxes which calculate when to activate or shut down the equipment using information fed to them by the sensors. With more modern systems, large numbers of controllers are used so that each one can create the conditions appropriate to different parts of the building. Later this year, Honeywell will market a system which can control the temperature of each individual room.

Energy management systems use a heating control mechanism called Proportional Integral Derivative. This measures how many degrees over or under the required temperature the atmosphere is and then reacts accordingly. ● A network to link the digital controllers together. ● Supervisory terminals on which the information produced by the system can be called up. Faults are automatically displayed.

THE "intelligence" built into a building needs to be based on monitoring of energy consumption, heat generated by equipment and air temperatures at strategic points in the building.

How much detail is required depends on the nature of the building. North and south faces, or upper and lower storeys, experience different conditions. And departments doing different jobs may need different temperatures.

Based on its studies of the thermal responses of several UK buildings, the Building Research Establishment (BRE) has developed an algorithm (a logical system) to give the optimum heating setpoint time. BRE researchers claim fuel savings in the range 10 per cent to 40 per cent.

The algorithm is expressed as an equation using co-efficients for each application. This is a self-adaptive system which "studies" responses of the building to outside conditions and can "learn" to predict them. Vic Crisp and Martin Shaw at BRE point out that there can be up to 50 per cent savings in the early stages of install-

ing such systems. There are two main aspects of this. First there must be conscientious maintenance of all the equipment.

Second, to gain full advantage from the system there should be skilled (human) interpretation of how it is working. BRE suggests that the expertise of lower-skilled technicians should be supplemented by expert systems, containing "knowledge" in the form of facts, relationships and rules. Within their field of expertise these programs can also make reasoned inferences from readings and situations. Brexbas (Building Research Expert Building Automation System) is one such system.

A prototype version of the Brexbas expert system is to be installed in an office block in Epsom in March. BRE is hoping to encourage manufacturers of energy control systems to take up the development of Brexbas.

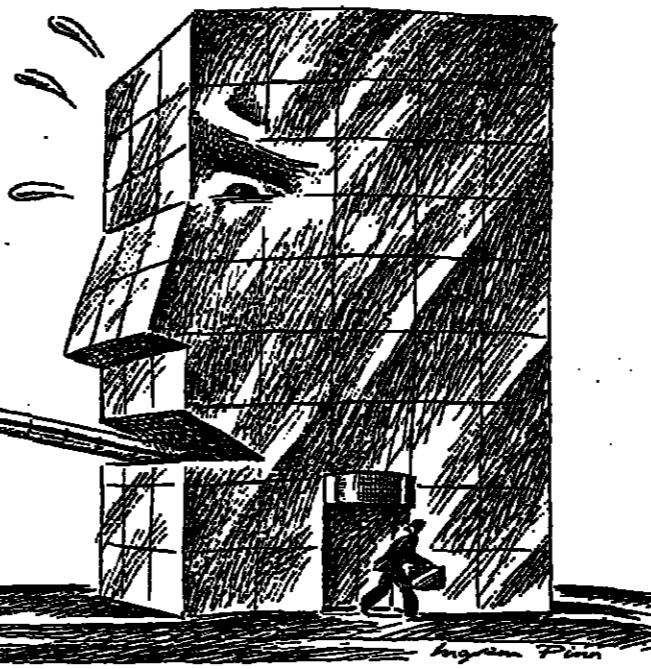
In addition, the researchers are looking at the use of programs in which the computer solves the problem by a method of

trial and error, "judging" whether the result is closer to a solution after each attempt. All these developments mean that electronic systems of increasing complexity are being installed in buildings. They obviously need to be reliable. But they may suffer electrical interference and might even themselves affect other electronic systems. For example, they might be affected by emissions from the mains wiring, electrostatic discharges from carpets or clothing, or by electromagnetic radiation from radars, security guards' transmitters and the like.

So the corollary of this work on control systems for buildings is a standard to ensure that the equipment does not interfere with other equipment and is itself immune to disturbance. A draft national standard is being considered by the British Standards Institution. Work is also in progress on standards for the European Community.

Systems which incorporate control of heating, lighting, office automation and security networks, often referred to as "intelligent building systems" are growing in popularity in the UK. A catalyst for this has been the recognition of building sickness syndrome - health problems among employees, which are attributed to factors such as the air conditioning and which have led to litigation against employers. Companies are hoping that if their employees have some control over their environment, they will be less likely to suffer from illness, or at least less likely to sue.

Johnson Controls in the US has developed a system with office furniture manufacturers



so that in a partitioned building individual employees can control the temperature in their own cubicles. While European employers still view energy management systems as a way of saving money and delivering information about energy consumption, US employers see employee comfort as one of the key factors in selecting a system, according to John Bernaden, of Johnson Controls.

Some US companies have installed systems which are wired into the ordinary electricity system, eliminating the need to rewire the building. That makes the energy management systems much cheaper to install.

An inhibiting factor is fluctuations in the electricity current, which can corrupt the information sent over the network. Error correcting devices are being developed. There is still a long way to go before the installation of energy management systems in Europe matches that in America. In the US, the market is worth \$3bn (£1.7bn) a year, whereas market research organisation Frost & Sullivan estimates that the European market will only be worth \$1,700m by 1992.

In the UK, the building boom in new office blocks has accelerated the installation of energy management systems - the market was valued at \$26m last year, compared with \$4m in 1982, according to the Energy Systems Trade Association.

Israel Berkovitch

VW says lean-burn engines cannot match catalysis

Lean-burn engine technology has no hope of matching the low exhaust emission levels offered by catalytic converters, at least in the foreseeable future and under normal operating conditions in Europe. This is the conclusion of a lengthy research programme carried out by Volkswagen, the West German vehicle group.

As a result, Volkswagen is to offer cars with catalytic converters as options in all markets by the end of this year. This commitment is irrespective of the phased introduction of more restrictive exhaust emissions standards within EC member states which is taking place between now and the early to mid-1990s, and which some major manufacturers insist can be adequately met with lean-burn technology.

Volkswagen's conclusions seem bound to spark controversy in some individual markets. Not least in the UK, where market leader Ford has already come under attack from the Greenpeace environmental organisation for refusing to give UK customers at least the option of buying "cat" cars.

Ford has stressed on several occasions the company's belief that new emission standards can be met with lean-burn technology, even though Ford already produces catalytic equipped cars for other major European markets such as West Germany.

Volkswagen contends that while this is probably true, and that some lean-burn engines could possibly even meet current US standards - which are stricter than those only now being introduced in Europe - the lean-burn engines are relatively "clean" only at low speeds.

As soon as they are used above 60 miles per hour, according to Istvan Geiger, who led the VW research team, they emit more nitric oxide - the pollutant closely linked with "acid rain" - than catalytic cars.

Ironically, emission levels are not tested at speeds above 60mph in either the US or Europe. In the US this has been justified by the long-standing 50mph speed limit which is only just being raised in some states. But the European test cycle currently

has an average speed of only 18mph, with a maximum of 30mph. It takes no account of the 70mph-plus speeds typically sustained on European motorways.

Discussions are continuing about a new EC test cycle to take them into account, but the issue remains unresolved. "If the Euro-norm test was raised to 75mph - the proposed pan-European speed limit - we do believe it would be more difficult to keep to a lean-burn engine," maintains Geiger.

He adds: "Volkswagen's policy is to produce engines that are clean under all normal road conditions, not just on an artificial test cycle."

Volkswagen insists that its research has highlighted other operating problems with lean-burn technology, including unsteady engine idling and misfiring. These could be avoided by incorporating more sophisticated ignition and injection controls and an advanced engine cooling system, though adding all these would raise costs above those of a full three-way "cat" car, VW claims.

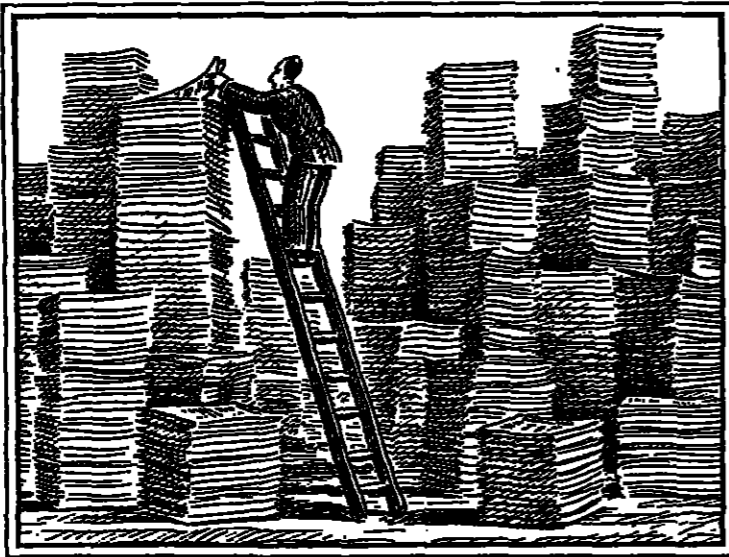
The cost of incorporating a catalyst depends on which system is installed. On smaller models like the Volkswagen Polo, a simple oxidation catalyst adds \$200. The more complex "three-way" system to be used on larger cars, and which incorporates exhaust gas recirculation with sensor and electronic controls, adds about \$600.

Volkswagen, which has a high reputation for its engineering research and development activities, decided in favour of catalysis after several years of research under a programme partly funded by the West German government.

VW is continuing its research into alternatives to catalyst systems. It is clear, though, that the company now sees the catalyst as the main solution to emissions, at least for the remainder of the century. Volkswagen, which embraces Audi and Seat of Spain, is one of the world's largest vehicle manufacturers, with output of more than 2.5m cars and commercial vehicles per year.

John Griffiths

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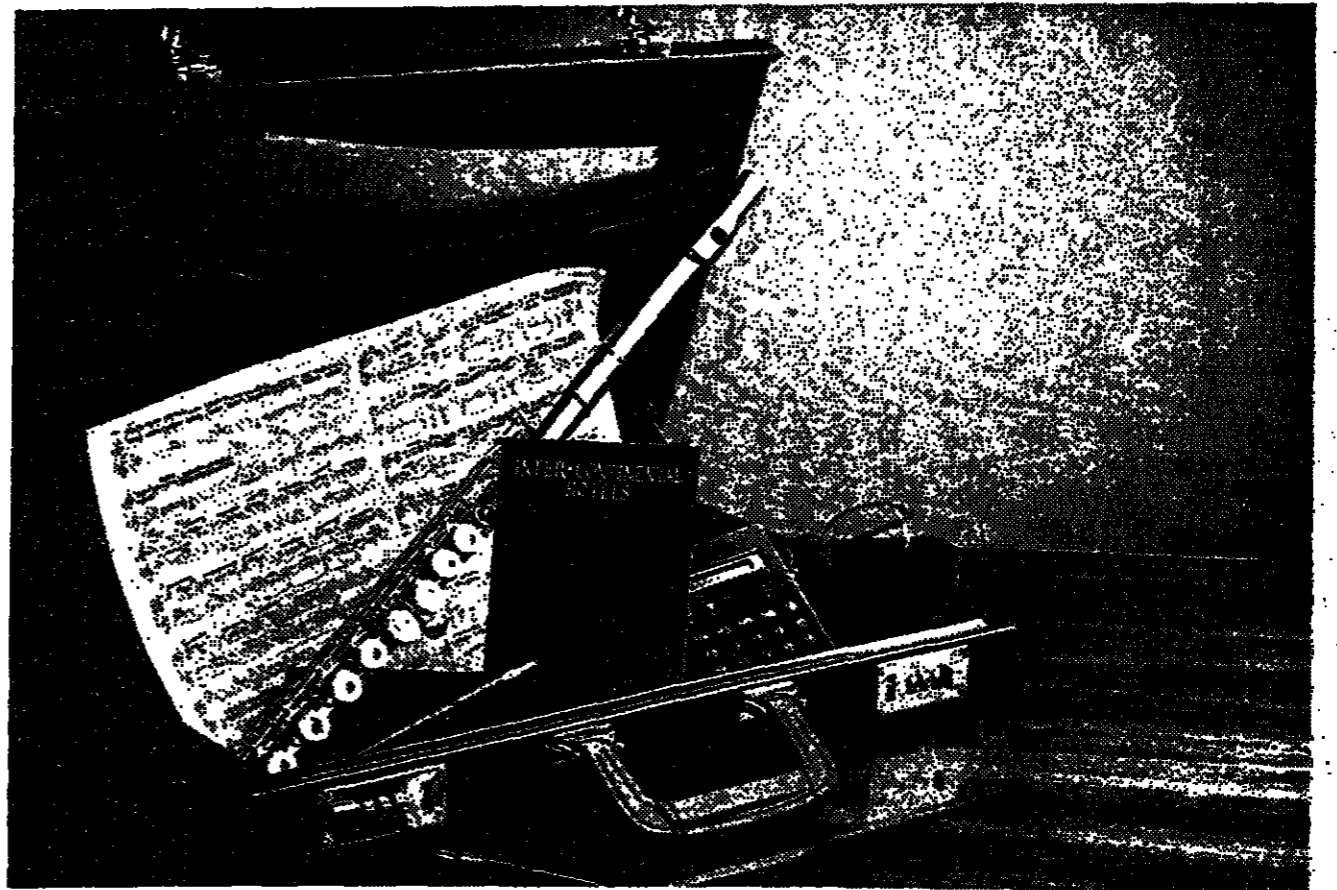
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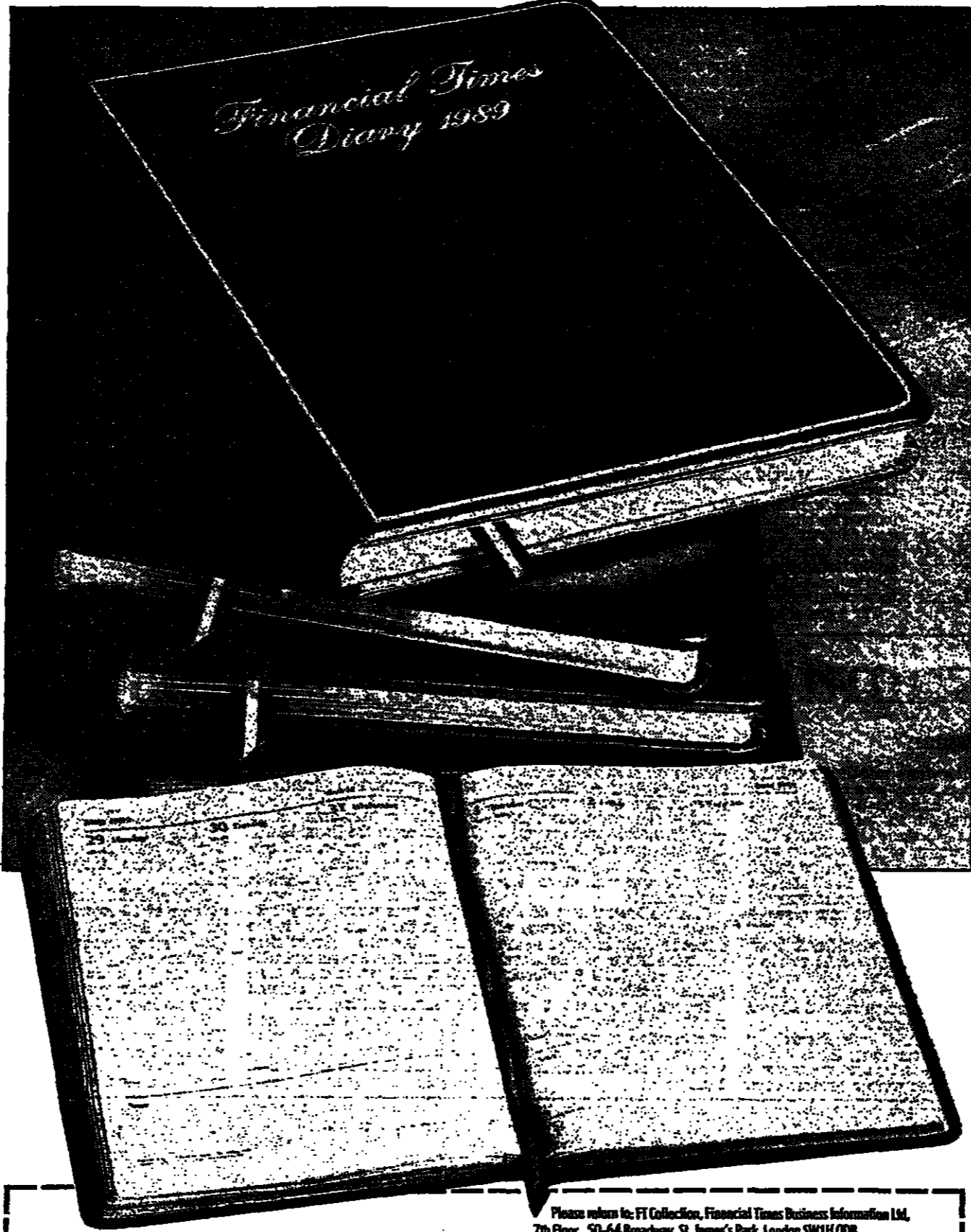
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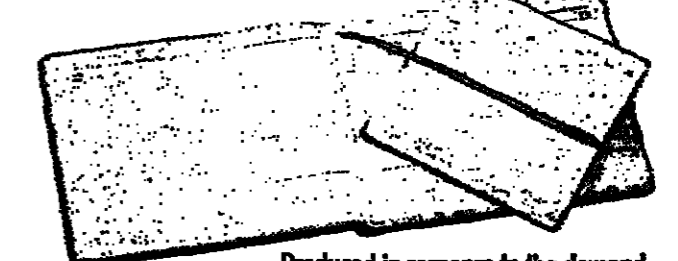
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MANAGEMENT: Marketing and Advertising

Leisure trends

Full house for a popular pastime?

Alice Rawsthorn on the rehabilitation of a gambling game into a 'safe and socially useful' activity

In the swinging years of the 1960s it was castigated as a social evil that lured the women of Britain away from their families by tempting them to squander their housekeeping money in gambling dens.

Today bingo has been rehabilitated. Only last week the phenomenon of hundreds of women awaiting a cry of "clickety-click 66" in a converted cinema was lauded by the Institute of British Geographers as "safe and socially useful".

Better still, from the industry's perspective, the bingo market is booming. Bingo halls - or centres, as the industry prefers to call them - are packed. The giant leisure groups that dominate the industry are investing in lavish refurbishment. Granada has just spent £2.5m on its new bingo centre in Derby, the first purpose-built, stand-alone bingo hall in Britain.

The Derby centre is the most ambitious part of Granada's £12m programme to modernise its bingo activities. "The challenge that we, and the other operators, face is to redefine the game as a popular pastime for the 1990s," says Graham Kerr, managing director of Granada Clubs.

Bingo traces its origins to the games of "housey-housey" that became popular during the Second World War. At first it was played in village halls and working men's clubs. In the 1950s and 1960s, when the popularity of television encouraged people to stay at home rather than visit the cinema, the empty cinemas were turned into bingo halls.

The game hit its heyday in the early 1970s, when 5.5m regulars flocked to converted cinemas for a flutter and an outing with their friends.

But in the middle years of the 1970s, bingo drifted into decline. The game fell prey to its dowdy image, the impact of the recession on its working class customers, the seediness of the converted cinemas and the failure of bingo operators to keep pace with the changes which were sweeping through the rest of the leisure sector.



By the mid-1980s there were only 3m regular bingo players. Halls were forced to close and some of the smaller chains went under. But the industry woke up. A new generation of managers entered bingo and saw the game quite differently from the old cadre of cinema operators.

The new managers began to spruce up the bingo halls. Their initiatives had some effect in reviving interest. But the chief catalyst surfaced two years ago with the launch of the "national game".

Since the late 1960s, when bingo came under the aegis of the Gaming Board, there have been strict controls over the size of prizes. But in 1986 the government permitted clubs to participate in a national game with a £50,000 prize.

In 1987 the decline in attendances was halted and in 1988 attendances actually rose. Suddenly bingo looked like a growth industry again. "We had made good returns from the game for years," says Kerr. "But there had been some frustration at the lack of development opportunities. When those opportunities appeared, we said 'Let's go for it'."

Granada is the fourth of the "big four" bingo operators after Rank, Coral and Mecca. Its 63 clubs attracted a turnover of £60m last year. Since the revival in bingo attendances, it has expanded by buying the 15 Essoldo clubs in the UK and diversifying into the US.

Three years ago Granada began to research the bingo market. The results were fairly predictable. Regular players enjoyed coming to a friendly, familiar place where they felt safe. Most players, after all, are women and many are elderly. But even the regulars found bingo boring. They thought the halls were scruffy and wanted a wider choice of entertainment.

Granada had already begun to enliven its bingo centres by introducing cabarets and club holidays. It had also experimented with computerised ticketing systems that enable it to monitor attendances. The group then embarked upon refurbishment. The leitmotif of its £12m refurbish-

ment programme is to treat bingo like any other area of the leisure sector. "We must recognise that we are competing for people's time and money not only with other bingo operators, but against restaurants and pubs," says Graham Kerr.

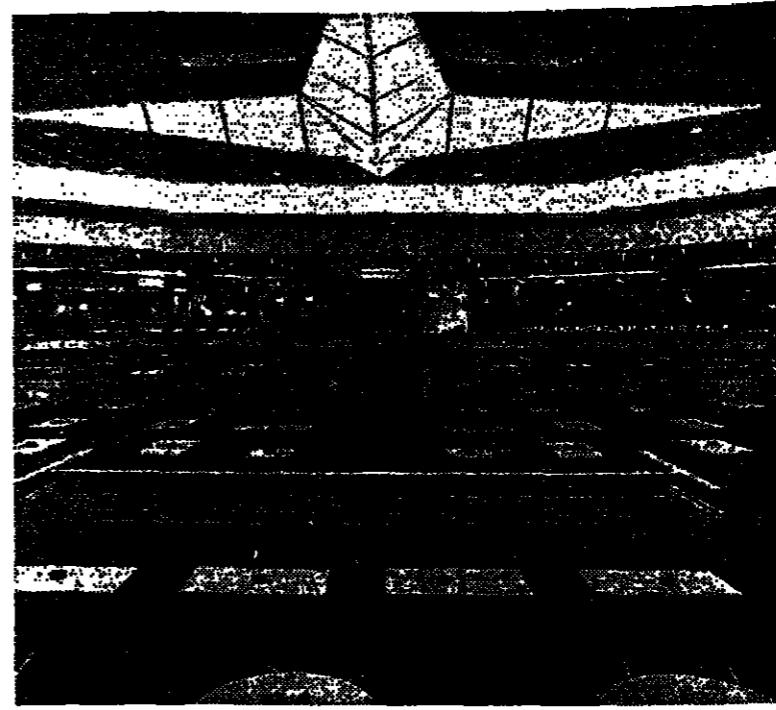
Accordingly it has drafted in Marketplace Design Partnership, a design consultancy that has been involved in other leisure projects - a cinema complex for Rank and a bowling centre for Granada - to work on some of its new bingo centres.

The refurbishment programme began last year with the renovation of three established centres. MDP worked on the centre in Bristol. The others were designed by Granada's in-house team.

When it came to opening a new centre in the city of Derby, Granada could have chosen the conventional - and cheaper - option of converting an old supermarket, cinema or bowling alley. Instead it opted to spend more money - about £2.5m rather than £1.5m for a conversion - to build a brand new centre.

Some of the elements of the Derby design are common to all the refurbished centres: softer colours, more comfortable seating, better lighting and ventilation. But by building a new centre, Granada has been able to be more inventive.

In the design MDP drew upon Granada's research together with its own "surveys", which involved dispatching its design team to bingo halls to find out about the game from the player's perspective.



Britain's first purpose-built bingo hall at Derby cost £2.5m

One of the chief changes is in the entrance area where, instead of the conventional "cinema" kiosk, a hotel-style reception has been installed. The playing area is set on four tiers. The restaurant and bar are far larger than in conventional centres. There are also new features like a video wall showing satellite television.

Granada plans to open two new bingo centres a year from now on and to acquire about 20 other centres. It hopes that the Derby centre, which opened just before Christmas, will be as successful as the Bristol project.

Business has boomed since the Bristol centre opened in the summer. Attendances are running 10 per cent ahead of the same time last year and turnover is 18 per cent higher. Equally important, to an industry which is eager to attract a younger audience, the average age of the players has dropped from 46 to 43.

The early experience at Derby is equally encouraging. This Saturday the centre will be treated to its first "celebrity cabaret" when the cries of "clickety-click 66" are silenced as Des O'Connor, the veteran crooner and comedian, takes to the stage.

The secrets of market domination

WHETHER the market you enter is large or small, the strategic business plan must be to concentrate your resources and dominate it, says Larry Light, chairman and chief executive of the US-based advertising agency, Becker Spivey & Bates. In a report which reconfirms the importance of market leadership, Light states: "Leadership pays. Domination pays even better."

A study of 2,746 US businesses over a four-year period showed that market leaders averaged a return on investment of 51 per cent compared with 11 per cent for those ranked fourth or worse in their markets. "A fourth-ranked business is not really a viable business," Light says. "It is an unprofitable hobby."

The Law of Dominance, Light adds, holds for niche markets as well as big markets. "It is more profitable to be a niche-picking dominator than to enter a big market and be a follower. A weak rank is a weak business."

To become a market leader, superior quality is critical. But Light argues: "It is not sufficient to have superior quality. People must think of you. Then, they must think well of you. Advertising is a key strategic factor. Market leaders recognise this and also recognise that they must support their investment in it... with above average expenditures on advertising."

A marketing mix which is skewed excessively towards promotion does not build market dominance; it leads to unprofitable market followers, says Light. Promotion is important for new products and for defending volume against competitive onslaughts, but he warns that the current trend towards more promotional expenditure disclosed in a study of 718 US consumer businesses is a "potentially dangerous misallocation of marketing resources."

If marketers spend two out of three dollars to communicate that price is more important than quality, they are not building brand loyalty. Light says: they are merely purchasing short-term behaviour.

"A brand is more than a product. A brand is a very valuable intangible asset. Promotion borrows from a brand reputation... excessive promotion does not increase the value of an asset; it depletes it. "People are loyal to brands, not to products. Repeat buying alone is not loyalty. Loyalty is desire to repeat. Repeat behaviour can be bought. Loyalty must be earned," Light concludes.

Philip Rawsthorne

How mail can stimulate a direct response

Philip Rawsthorne on the role of the 'silent salesman'

Faced with a recession in the UK building industry in 1985, Wimpey Construction could have reacted simply by making many of its staff architects, designers and engineers redundant. But that would have made it more difficult to compete for new business when the upturn in the market came.

It decided, instead, to retain as many staff as possible and seek more repair and renovation work. For the first time, it used a direct mail package to property managers in the London area.

Wimpey offered to survey properties and submit recom-

mendations free. It enclosed a folder showing "before and after" colour illustrations of work it had carried out, a covering letter emphasising the need to protect property investments, and an "executive toy" egg-timer as a reminder to longer term prospects of its service.

The direct mailing cost £10,000 - Wimpey got £2.5m of business in return.

Avis Car Leasing, trying harder to win new business in a highly competitive market, targeted company finance directors rather than transport managers as key prospects. But Avis salesmen found it impossible to get personal

interviews merely by calling at company offices.

A direct mail package was devised in an attempt to unlock the closed doors. The package, sent out in an eye-catching envelope, included four playing cards, all ace, on the back of which summaries were printed of new services on offer.

This "winning hand from Avis" cost £7,000. It resulted in new contracts with companies for more than 1,100 vehicles worth around £5.75m over 27 months.

The Midlands Electricity Board, targeting those householders in its area without gas supplies with a personalised

direct mail shot about electric central heating - "This winter you can be as warm as toast - and save money, too" - got a 3.5 per cent response. But that was worth £1.5m in sales of boilers, and another £200,000 a year in extra electricity sales.

These illustrations of the power and cost-effectiveness of direct mail are included in the second edition of the Royal Mail Direct Mail Handbook published this week.

Increasing market and media fragmentation are encouraging more and more advertisers to increase their use of direct mail in their marketing mix.

"It is becoming more and more important to advertisers to be able to target their advertising precisely," says Les Andrews, the Royal Mail's direct mail manager, and editor of the handbook.

The Advertising Association estimates that, in 1987, some £483m was spent on direct mail in the UK, making it the third largest advertising medium behind press and television, and worth more than posters, radio and cinema advertising put together.

The volume of direct mail has increased threefold during the past decade. In 1987, it amounted to 1.6m items, with roughly three-quarters going

to consumers and the rest to business and industrial markets.

Yet the UK direct mail business is still far smaller per head of population than that of most other European countries.

Switzerland leads with an average of 90 items per head per year, followed by Sweden (68), West Germany (53), and Belgium (51). Only Portugal and the Republic of Ireland have a lower score than the UK's average of 25.

The handbook, the only publication on the subject commissioned by a postal authority anywhere in the world, provides a concise but compre-

hensive guide to the use of the medium.

Established practitioners, in a series of articles, cover every aspect of the medium from the compilation of mailing lists and computer databases to new creative possibilities, from testing and measurement to the law and advertising standards.

The handbook also offers advice on the role of this "silent salesman" in overseas markets: "There are local courtesies to be observed... but people are people the world over and respond to the same stimuli if they are properly addressed."

*Exley Publications, £19.95.

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ARTS

CINEMA

Exquisitely honed banalities

In Mike Leigh's wonderfully funny and affecting High Hopes, the United Kingdom is divided...

Borgias. In only his second feature film - the first was Black Moments 18 years ago - stage and TV director Mike Leigh parlayes his working methods...

- HIGH HOPES Mike Leigh
PASCAL'S ISLAND James Dearden
MAPANTSULA Oliver Schmitz, Thomas Mogofoane
RED HEAT Peter Hyams
THE PRESIDIO Walter Hill

empire, he sends reports that are never answered. ("Pascall's wager" is that the Sultan actually read them. But like mankind and its prayers, how can he know?)

Mapantsula comes with the unbeatable recommendation, "Banned in South Africa." Filmed in Soweto under the guise of a routine gangster thriller, the movie was then discovered by the authorities...



Laetitia and Rupert Boothe-Brain (Lesley Manville and David Bamber) in Mike Leigh's "High Hopes"

Owing to the unavailability of our leader, the role of Mrs Thatcher is played by a cactus. The plant, so named because "it's a pain in the arse," belongs to Cyril and Shirley...

Caricature threatens but rarely causes damage. In High Hopes, only the rampant yuppie couple are overdrawn, and even here it is hard to withhold a giggle as when the lady Sloane (Lesley Manville), tut-tutting over Mum's refusal to buy and re-sell her "goldmine"...

small lives while the large world outside whirrs insouciantly towards eternity or Armageddon.

Based on a novel by Barry Unsworth, the film is like a costume and scenery parade terrorised by metaphor. Daunted by the blank-cheque portentousness of almost everything they have to say or do - this is one of those films where anything can mean everything and probably does - the cast tend to stand still, look anxious and bravely mouth Dearden's dialogue.

Directed and co-written by Oliver Schmitz, the film's heart may be in the right place but its creative brain is less firmly located. Stumbling from counter to counter in the Anti-apartheid League Square, it greets at familiar vignettes: the sudden street arrests, the covert township meetings, the black maid who works for a bossy white mistress, the funeral procession confronted by armed police...

Valerie is a walking colour-clash with a hyena laugh, a philandering husband and a home designed like a hairdressing salon. Mum is a hopeless case. When not leaning herself out of her combed fist and falling on the mercies of the next-door yuppies, she is the terrifying victim of birthday celebrations. 70 years old, her treats include a DIY blood-pressure machine from Valerie and a family get-together as warm and cosy as a dinner with the

But the film's triumph is in the depiction, at once satirical and compassionate, of its two aging young Marxists. Cyril and Shirley are stretch-cases of the new Britain. Run over by Thatcherism, the couple is broken in wind and limb and now dispenses brain-dead radicalism from a mind trapped in the 1960s. But this blinkered pair become ever more sweetly credible as the film evolves. As private dimensions open up in their relationship - quarrels over whether to have a child, what to do with Mum - we realise they are two lost souls like you or me. Bickering with their partners and mirror-images, they soldier on with their

James Dearden's Pascall's Island is a different kind of UK product. Where High Hopes is a live plant grown from the soil of a lovingly tended truth, this period fable is like an artificial flower with ideas above its station: one of those designer blooms you stick in a vase when guests are coming and there is no time to raid the garden.

The film's colours are golds and ambers, saffron blues and smilt whites; the setting is a Turkish-Greek island in the Eastern Mediterranean, circa 1908. Ben Kingsley, whose dancing eyes are about the only thing that moves in the film, is the titular Pascall. A spy for the Sultan in the twilight years of the Ottoman

When W. S. Gilbert opined that a policeman's lot is not a happy one, he had not even seen Red Heat or The Presidio. If he had, he might have included in his lament those who have to watch police thrillers. Seldom do we witness so much talent - stars Arnold Schwarzenegger and Sean Connery, directors Peter Hyams

and Walter Hill - imitating the action of headless chickens as cars career, guns blaze, bodies thump and cogent dialogue went that way. Red Heat has Big Arnie as a Russian policeman on an extradition mission to the USA, teamed with Chicago cop Jim Belushi. Why is he so teamed? So that director Walter Hill can recycle his 49 Hours script: two lovable oddballs in forced partnership, quarrelling all the way to the final showdown. The film has fun with Schwarzenegger's monolithic

presence and deep-quarried voice. (He not only looks like an Easter Island statue, he bases his acting style on one). The best moments are the laconic exchanges. Police chief Peter Boyle to Arnold: "How do you Soviets deal with all the tension and stress?" Arnold: "Wodka." But the plot is brittle conceived and developed, and the action soon degenerates into a demolition derby. Degeneration is a process beyond the ambitions of The Presidio. It begins at rock bottom and stays there. Military

policeman Sean Connery teams with young San Francisco detective Mark Harmon to investigate murder in an officers' club. En route to justice, the two men spar and quarrel - of course, and Connery's daughter Meg Ryan interposes her charmless person to provide the love interest. The film looks, sounds and behaves like a straight-off-the-shelf video. Wait until it is one before viewing. Nigel Andrews

A Man with Connections

The middle manager panicked when he realised he was well below his quarterly target. Ignoring warnings and safety regulations, he cut corners; and the resultant appalling industrial accident caused his own sea to lose both hands.

In the subsequent bout of recrimination and reproach with his wife, justification and (on both sides) self-delusion, a picture emerges of patronage, acquiescence, jockeying for career advantage, and social obsequiousness. This is the climate where economic pressures dictate all; where a train, overloaded at profit-conscious authority's insistence, might well endanger, and lose, lives. This is world of market forces.

Except that it isn't. This is Soviet Russia; but the message that comes over loud and clear from Alexander Gelman's 1982 play is that systems which go off in opposite directions eventually meet full circle; and that there is little difference, in strained relationships and devalued humanity, between dialectical materialism and the other sort, between the all-pervasive state and the ostensible freedom from government interference that exerts its own inhuman pressures.

Stephen Mulrine's translation and Jenny Killick's direction have been reviewed by Michael Coveney on their home ground. The production

The Flying Dutchman

GRAND THEATRE, LEEDS The Flying Dutchman was an early addition to the repertoire of Opera North, first staged in Leeds in 1970. It has reappeared now in the company's tenth-anniversary season, revised by Stephen Medcalf. The precise extent of the refurbishment is unclear. Les Brotherton's sets are described as "after" original designs by Robin Don, though the look of the production has very much a sense of late 1980s realism about it - gashed reinforced concrete for the harbour walls, corrugated iron and unadorned lightbulbs for the spinning room in Act 2. It manages to be neither intriguing nor evocative.

Tuesday's first night suggested that the production itself was in at least two minds about its aim, and there was never a sense that the characters

PLG Young Artists

The 1988 edition of the Park Lane Group's long-running annual "Young Artists and 20th Century Music" enterprise is under way this week. Its raison d'être is in the title, and if in advance one was beginning to wonder whether the PLG formula had now outlived its usefulness, Tuesday's two successive concerts provided a swift and satisfying answer, in the form of two new young instrumentalists of high promise, whom one was delighted to encounter for the first time. The early-evening recital presented Daniel Padthorpe, a flautist for whom a bright future is easily predicted. He makes a big, brilliant sound -

his freest voice - his sustained singing was effortless, and his tone tended towards a nasal twang. But through sheer persistence and concentration he generated real intensity at the climax of his first-act narration though his encounters with Senta lacked credibility. Miss Ciesinski took a naturalistic line, well sung but fundamentally plangent, even though her ballad had promised something altogether more brittle and exciting.

With Jeffrey Lawton singing well but conceiving Erik as a humdrum and fishy bore (toting a brace of pheasants on his first appearance), and David Gwynne's Senta turned into a bumbling comic caricature, the supporting roles declined to favour either faction. The chorus sang well, but was staged less convincingly; there was a

ship's wheel to steer by (Peter Jeffrey a promising Steersman) but no ropes to haul, and such manual labour was evidently not something which came naturally to this particular crew. Jacek Kasprzyk conducted an uneven account. His view of the overture was decidedly unspacious - not rushed, but lacking any sense of dramatic unfolding - and later he showed a tendency to rush at climaxes, as if sensing the performance needed something to galvanise it. When the production settles down musically, and when some of the more abrasive edges have been knocked off the characters, the evening may get, though one suspects that it is bound to retain some of its inconsistencies.

covered in the elegant Gallic clichés of Ida Gotkovsky's suite for sax and piano entitled Brilliance, but nothing else was waiting. The other featured player was the English cellist Clive Greensmith, who opened with Alexander Goehr's earnest, not very forthcoming Cello Sonata (1968, first London performance). In Lukas Foss's Capriccio for cello and piano one learned that Mr Greensmith's facility and musicianship are of sterling quality, but his ability to project music to an audience seems to lag a little behind them.

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ARTS GUIDE

- EXHIBITIONS London: The National Gallery. Rembrandt: Art in the Making. A small but highly informative study exhibition... Paris: Louvre. Pavillon de Flora. Rembrandt and his school are on show in two exhibitions at the Louvre... Berlin: Brucke Museum. Emil Nolde (1875-1956). The exhibition concentrates on Nolde's most creative period in Berlin between 1910-1911... Rome: Galleria Nazionale d'arte Moderna. Witly conceptual art by one of the best of the middle generation of Italian artists... New York: Metropolitan Museum of Art. More than 100 works by south-west American artist George O'Keeffe will cover the range of her career... Darmstadt: Hessisches Landesmuseum. Glassworks and paintings of the British artist Brian Clarke will be seen for the first time in Germany. He made his name with

January 6-12

- National Gallery, Phillips Collection. The modern vision of the pastoral landscape, with works by Constable, Constable, Eakins and Cezanne... Chicago: Art Institute. Dante Gabriel Rossetti, J.E. Millais, Edward Burne-Jones and Simon Simon take centre stage for this British drawings show... Washington: National Gallery. Seven Centuries of Japanese Art, as it evolved under the feudal daimyo lords is the subject of a major exhibition... Tokyo: Teien Museum. Paintings by Leonard Fujita. Fujita (1868-1968) was one of the first Japanese artists to live and work in France and his arrival in Paris in 1913 coincided with the first flowering of modernism... Darmstadt: Hessisches Landesmuseum. Glassworks and paintings of the British artist Brian Clarke will be seen for the first time in Germany. He made his name with

Fuente Ovejuna

COTTESLOE THEATRE Stirling times. At last, a great rescue job on a major classic at the National Theatre under Richard Eyre. Fuente Ovejuna by Lope de Vega must be one of the least known famous titles in the world repertoire. The Check By Jowl duo of Declan Donnellan (director) and Nick Ormerod (designer), both making National debuts, have wrought a magical variation in the Cottesloe. Seats are ranged in traverse style the length of the auditorium, which now, except for the significant absence of daylight and fresh air, resembles a Spanish corral in the Madrid of the Golden Age.

We have the rectangular courtyard, the covered rows of gradas, the galleries and swagged boxes, the jutting apron on which sit King Ferdinand and Queen Isabella. They, in the Spanish court black of a Velasquez painting, witness the tale of oppression and uprising in the Andalusian hill town of Fuente Ovejuna, before intervening to adjudicate on a communal confession. This happened in 1476 during the extended dispute with Portugal. The play, published in 1619, raises the vexed issue of honour. Peasants were not supposed to possess the commodity. Lope's view of the peasantry, nonetheless, is unambiguously Arcadian. This NT version by Adrian Mitchell, lyrical, vital and rude, invests them with Breughelque life, animates even the starchy philosophical exchanges on the advent of printing and various amatory tactics. The great thing here is how the love story of the central rape victim, Laurencia (Rachel Joyce), and her brightly ingenuo swain Frondoso (Wilbert Johnson), runs in pulsating parallel to the insurgent crescendo.

Today, the play is about reactions to rape. The Golden Age definition of Honour is expanded. At the same time, the various levels of action in the play are faultlessly defined, so that we are keenly interested in the testing of the knightly tyro in the order of saltrava (Mark Lockyer), and fully informed of the political and military situation. The villagers are all sharply defined by a whole bevy of notable NT newcomers - the delightful and large Clive Rowe, whose musical comical sob is a key feature of this production, the insistently energetic Joy Richardson, the angriest based Katharine Schlesinger whose progress through the festooned wedding feast is one of the most chilling evocations. The company, many blacks among the whites, seems to be physically supervised by the imposing, drum-banging village mayor Esteban de George Harris. My quibbles would only reside in the area of general projection - too much TV studio-speak - and in the failure of Mitchell's text to indicate Lope's rich polymathical variety. No sign, for instance, of Laurencia's great sonnet before the tortures commences. But where Mitchell scores is in his palpable spiritual response to a play that is remarkable for its uncanny prefiguration of the crowd as a character. Soviet Expressionist lives, and three centuries ago.

RSC's streamlined plans for 1989

A new production of Romeo and Juliet directed by Terry Hands; John Wood appearing in Ibsen's The Master Builder; the American comedy The Man Who Came to Dinner by Gerald Kaufman; and a new adaptation of A Clockwork Orange are among the highlights of the 1989 Royal Shakespeare Company year, announced yesterday. The RSC has revised its working practices. Actors are increasingly reluctant to commit themselves for two years so a one year structure has been perfected which ensures that productions that open in Stratford in the spring will be transferred to the Barbican in London in the autumn, perhaps with a regional tour in between. One result of the streamlining is that the RSC is presenting more plays by Shakespeare than in any previous year - 14 in all. Among the new productions are A Midsummer Night's Dream, which opens the Stratford season on March 30, Hamlet, with Mark Rylance as the Prince, which has just completed a national tour, Cymbeline, last in the main house ten years ago; and As You Like It, with Harriet Walter as Rosalind. Among the new plays are Mary and Lizzie by Frank McGuinness and Some Americans Abroad by Richard Nelson. The successful presentation of The Plantagenets, seen last year at Stratford, starts the Barbican season on March 16. It is directed by Adrian Noble who will act as artistic director in London for 1989. Other notable productions, in a repertoire which begins to appear predictable, are Dr Faustus, The Duchess of Malfi and The Silent Woman, all at the Swan in Stratford. The RSC's third Stratford venue, The Other Place, will be closed this year for rebuilding but should open in 1990. Terry Hands, the director of the RSC, went against the current trends by appealing for more subsidy as opposed to sponsorship money. He naturally welcomed the aid the RSC received from sponsors, such as the Royal Insurance and English Estates, but felt that the pendulum had swung too much towards self help. Antony Thorncroft

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A test for the UN

THE DECLARATION issued yesterday at the end of the Paris conference on chemical weapons will not bring back to life any of the thousands of victims those weapons have claimed in the last few years. Nor does it hold out any hope that those who used the weapons - foremost among them the Iraqi Government - will be punished in any way that could act as a serious deterrent to future would-be users. That is no surprise given that those users, actual and potential, were participants in the conference and that the final declaration had to be adopted by consensus.

That being the case, the declaration goes further than expected. It does, at least, refer to "recent violations as established and condemned by the competent organs of the United Nations," which covers the use of chemical weapons in the Iran-Iraq war, though not the use by Iraq against its own Kurdish citizens.

Perhaps more significantly, the 149 states participating in the conference "reaffirm their full support for the (UN) Secretary General in carrying out his responsibilities for investigations in the event of alleged violations" of the 1925 Geneva Protocol banning the use of chemical weapons. Last September, both Iraq and Turkey refused to admit investigators appointed by the Secretary General to look into the allegations about Iraq's use of chemical weapons against the Kurds. It should be more difficult for them, or for other states similarly placed, to behave like that in the future.

the words so ardently negotiated in Paris, they must be prepared for some state, somewhere in the world, to put them to the test, and this time they must be ready with real sanctions that are seen to bite.

Of course, prevention is better than cure. Those who do not have chemical weapons cannot use them. The industrialised countries, especially the US, have reacted to some Third World governments' recent use of such weapons by seeking at least to prevent other Third World countries from acquiring or manufacturing them. But they have found it difficult to get this objective endorsed by Third World governments, especially when the US is known to be equipping itself with "binary" chemical weapons of the most modern and deadliest type.

Soviet intentions

The reaction of the Third World has been to urge the industrialised countries of both East and West to redouble their efforts to conclude a convention banning all production and stockpiling of chemical weapons everywhere, at the earliest possible date.

Whatever the misgivings of military men on either side, there is no longer any reason to doubt the desire of political leaders in both East and West to do this - especially after Mr Shevardnadze's speech to the conference last Sunday, when he said that the Soviet Union intended to begin destroying its own stocks of chemical weapons this year.

The remaining problems are technical, but of genuine and great difficulty. The nature of chemical weapons is such that treaty banning them can only be effectively verified by making virtually any factory subject to inspection at a moment's notice.

Such intrusiveness will probably prove even less welcome to Third World governments, and to private firms in the West, than it is to the Soviet Union in the age of glasnost. But the Third World has effectively served notice that a worldwide ban is the only alternative to further proliferation. The Northern governments, and their negotiators in Geneva, can only take note.

Appropriate steps

Perhaps that gives a little more meaning to the "appropriate and effective steps" to be taken by the UN "in conformity with its Charter" (an ever-so-delicate hint at sanctions) than there was in the "appropriate and effective action" against future users of chemical weapons threatened by the Security Council last August.

The Security Council members must be well aware that their failure to act then on the Kurdish allegations casts grave doubt on the credibility of any declaration adopted now. If they are at all serious about

Rules for the power game

THE FRAMEWORK established by the Thatcher Government for regulating a privatised electricity industry shows that it has learned from its mistakes in the sale of gas and telecommunications.

The four different types of licence for electricity companies after privatisation are complex and give wide general powers to the regulator. Drafts of these licences show that the Government has moved far from its presumption during the British Gas flotation that the regulator should keep his nose out of the industry's business as much as possible. Ministers now see that in large monopoly industries competition will remain feeble unless the regulator combines strong powers with external vigilance. This is especially true in electricity, where the Government's hope of creating a vigorous wholesale market will depend largely on whether the regulatory apparatus can discourage collusion while ensuring that power lines are opened at a fair price to all consumers. The regulations rightly insist that tariff structures must reflect costs, although this sets a formidable task for the industry and its supervisor.

Several conflicts

The electricity regulations must deal with several conflicts created by the Government's plan to divide the industry horizontally into generating and distribution companies. The most important is the conflict between the obligation laid upon distribution companies to meet all reasonable demand in their franchise areas and the intention to open the industrial market to free competition.

Distribution companies must contract for new power stations to meet forecast demand. But if some larger users remove their custom, the utility may be stranded with capital charges for unwanted plant. It may then try to lead this fixed cost on to captive domestic customers, or it may be tempted to order too little plant.

The regulations must tread a narrow line in apportioning this capital risk. Prudently ordered new plant represents an insurance that consumers

should pay for, even when it is not needed as soon as expected. But domestic customers should not pay for unnecessary plant used to compete in an industrial market where prices may represent little more than the cost of fuel.

The licences address this difficulty by giving the regulator oversight of industry's ordering strategy. They also require strict separation between parts of a business serving the regulated market and that selling into the much freer industrial market.

Distribution companies will be allowed to pass on only a proportion of their cost increases and a proportion of the increases for the industry as a whole. This could protect consumers against bad decisions by a particular supplier. But the degree of protection will remain uncertain until ministers decide the actual proportions governing the pass through of capital and fuel costs.

Vertical integration

The extent to which this structure will allow wholesale competition to develop also remains uncertain until details of contracts between generators and distributors emerge, along with a clearer picture of how the new National Grid company will control the operation of power plant.

One possibility is that, despite the rhetoric of competition and a complex regulatory structure to foster it, distribution companies will soon become the effective owners of power stations through long-term contracts by which they pay all the capital costs and are entitled to all the output. This would be a new form of vertical integration in which competition was confined mainly to the bidding for new plant.

However it turns out, the new system will certainly be much more open to public and regulatory scrutiny, with much stronger financial pressures bearing down on capital spending. This might result in a more efficient allocation of capital, but it also creates a danger of short-termism from which the regulator, with all his panoply of powers, could scarcely protect the customer.

Richard Johns reports on the dramatic confrontation in Mexico between President Salinas and the oil workers' union

Eight days ago, Mr Joaquín Hernández Gallardo, the formidable president for life of the Mexican oil workers' union, went to the Palacio Nacional to give customary New Year salutations to the recently inaugurated President Carlos Salinas de Gortari. On emerging, he expressed his support for the new administration, but not without a cautionary warning.

If the Government tried "to dispose of one millimetre of the petroleum industry to the private sector," then the Union of the Oil Workers of the Mexican Revolution (STPRM) would strike, he said.

The comments made by this powerful *cacique* (boss) of the Mexican labour movement were reminiscent of those he uttered in 1983, after the accession of Miguel de la Madrid to the last head of state whose candidature he had opposed, as he did that of President Salinas. "President de la Madrid will have to become a friend of the oil workers, whether he likes it or not," said the union chief then known as La Quina.

Unlike in 1983, La Quina's tough words this time were followed by a tough reaction. Although senior officials of Petróleos Mexicanos (Pemex) are sure there are no plans to divest the state oil corporation of anything but peripheral petrochemical plants, Mr Hernández on Tuesday was incarcerated with three of his lieutenants after a brief shoot-out at his residence near Tampico.



Joaquín Hernández Gallardo: arrested after a brief shoot-out

By boldly having him arrested and charged along with 33 others for conspiring against state security, President Salinas has initiated a major confrontation. It threatens to be bloody, damaging to the economy and politically destabilising. A foretaste yesterday was the near shut-down of the country's vital oil industry as workers struck in support of their leader.

President Salinas has taken a calculated risk in a bid to establish the Government's full authority over an industry that accounts for 45 per cent of exports. He has taken the initiative despite being the first Mexican leader in recent history to come to office with a small parliamentary majority. But he has surprise on his side and if he wins he will emerge with considerably enhanced power. If he loses, he will find it hard to govern with any authority.

Whatever happens, the position of the ruling Institutional Revolutionary Party (PRI), is unlikely to be the same: an essential pillar of the corporatist state of the past 50 years has been the near incestuous relationship between the succession of PRI governments and organised labour.

For at least two decades, La Quina has asserted complete control over the STPRM. In that period, first as secretary general and subsequently as president, he has posed an implicit threat to successive governments through his potential as a strike leader of the petroleum workers to cut off the economic lifeblood of the country. Together with the veteran Mr Fidel Velásquez,

Battle for control

head of the Confederation of Mexican Workers (CTM), to which the STPRM is affiliated, he has been the second most powerful man in the land, after the head of state himself.

Troops have moved against Mexican oil workers twice in the past, in 1946 and 1959. Since then there has been no strike and under La Quina the union's power has enabled the STPRM and its privileged workers to obtain what they want without any overt threat to withdraw their labour.

Even before he had established his authority over the closed-shop union, the STPRM had gained massive wealth as a business conglomerate founded by a company called Grupo Serba. By the time Mr de la Madrid assumed leadership of the country, the oil workers' union had obtained the right, through its own front companies, to carry out 40 per cent of drilling contracts awarded by Petróleos Mexicanos and 50 per cent of the state oil corporation's other projects. It did not have the technical expertise for much of the work - particularly offshore drilling - and so has subcontracted the work out to companies which have paid a fee of up to 25 per cent of the eventual gross cost of projects, to the detriment of the Treasury and Pemex.

The companies' wealth - and that of the union leaders - is unknown. But one foreign

drilling company chief yesterday seriously hazarded the guess that it was more than the assets of the state oil corporation itself.

Mr de la Madrid initially focused his "moral renovation" campaign on the country's most vital industry. Under him came the prosecution and conviction of Mr Jorge Diez Serano, the former head of Pemex, in 1983 on \$34m corruption charges relating to the purchase of oil tankers.

Before his campaign fizzled out, Mr de la Madrid did succeed, though by no means completely, in drastically cutting back on the union's grasp on lucrative Pemex contracts - but not the more lucrative offshore ones. Instrumental in bringing about this limited success was Mr Salinas who was then Minister of Planning and the Budget.

A vicious personal vendetta on either side was a major factor in Tuesday's dramatic showdown. Both before Salinas's nomination as the PRI presidential candidate and during his campaign, La Quina made his distaste for Mr de la Madrid's chosen successor quite clear. And then in the general election of July last year, Mr Hernández told his rank-and-file they could vote for whom they wanted. The evidence is that many oil workers opted for Mr Cuahemoc Cardenas, leader of the broad left National Democratic Front (FDN) coalition. Subsequently

union members in the Chamber of Deputies made allegations of corruption against Mr Mario Ramon Bejeda, director-general of Pemex from 1982 to 1987, in what was generally seen as an attempt to embarrass Salinas before his inauguration.

Vendetta apart, however, there has long been a broad consensus in Mexico that the "state within a state" represented by the oil workers' union would have to be curbed or crushed if both moral renovation and economic reforms were to be implemented.

Its power has been a major obstacle barring the way to Pemex's efforts to improve efficiency and profitability. This in turn has redounded badly on the state's finances - 40 per cent of which this year were to have come from oil revenue through the event that the proportion will be smaller because of the collapse of oil prices. Overmanning and high labour costs, together with the Treasury's financial demands, have been the main reason why Pemex's exploration and development spending has been inadequate to replace declining hydrocarbon reserves.

The life style of Mr Salvador Baragan Camacho, the present general of STPRM, remains notorious. He was publicly denounced by a rival oil workers' leader for having hired Boeing 737s to fly himself, his cronies and their wives and girl friends to Las Vegas for weekends - and on one occasion at least to have sent the aircraft back to Mexico to collect more money.

Despite being a technocratic moderniser - and ruthless to boot - it was unclear if and when Salinas would confront the vested interests of the powerful unions, in particular the STPRM and the equally recalcitrant teachers' union led by Mr Jonguitud Barrios. Given the doubtful nature of his mandate deriving from last year's flawed election and his less than complete command of the PRI, the assumption was that he would leave a showdown until his administration could point to signs of economic recovery.

Any meaningful and early resumption of growth, in itself dependent on renegotiation of the country's debt, seems unlikely. And, of course, one of the main impediments facing this major objective of the Government is the entrenched power of the unions. A further complication is that, with the 50 per cent decline in real incomes during the De la Madrid era, the authority of the union bosses and their ability to agree to painful austerity measures - like the March-December wage freeze last year - is being diminished.

The immediate worry is a prolonged stoppage of oil production and exports which would almost certainly result in a further outflow of capital and a devaluation of the peso, undermining the economic stabilisation programme. There is also disconcerting speculation about a reaction of the Armed Forces. However, Mr Salinas is a man who plans carefully, is conscious of the risks and believes he can win.

BOOK REVIEW

The muddle of London

LONDON 2001

By Peter Hall

Quinlan Ryan, £12.95

Anyone struggling in the London traffic or jammed into the inadequate Underground system must be worried about the future of London.

A concerned last month of planners and architects was addressed by Mr Francis Tibbalds, president of the Royal Town Planning Institute. He asked his audience to recall the grim, brutal, soulless, uncaring London that was portrayed in George Orwell's 1984. Mr Tibbalds went on to say: "My vision of London is this - I fear the city is drifting towards a 1984-style, dirty, threatening, public environment with travel almost impossible, and with countless people living on the streets, but with a few inconspicuous set pieces like ecologist islands in a sea of pollution. In short, an environment of private affluence and public squalor and with no effective means of controlling it."

These are strong and alarming words from the head of the British planning profession whose vision of life in the capital has all the qualities of a nightmare.

A new book by Professor Peter Hall takes a calmer but far from satisfactory view. It was 25 years ago that Professor Hall wrote *London 2000*, which was an influential tract for the times when official planning was optimistically seen as the panacea for urban ills. He then advocated long-term strategic planning of employment, housing, transport, redevelopment and administration. All his projections and plans were confidently based on the premise that by the year 2000 there would be major increases in population and employment.

In his new book the author disarmingly admits how wrong he was in 1963. There has been a major decline in both jobs and population in the London region because of significant migrations to the wider periphery of the whole of the south-east. London has become more of a region than a city. Greater London itself has not spread because of the tight corset of the Green Belt. Instead growth has leaptfrogged the protected countryside and is scattered over a very wide area.

These facts force the question to be asked: what did the bureaucratic planning system, the Greater London Development Plan of 1974, and the strategies of the sixties achieve?

Peter Hall sees on the credit side three major new towns (Milton Keynes, Northampton and Peterborough), "some town expansions of high quality", the achievement of the radial motorway (which was originally proposed in 1944), a score of country parks and a more serious attitude to urban conservation.

On the debit side, the last 30 years have seen "a formless inadequately planned sprawl of offices out from central London... traffic congealing to a

stop in the centre and along the main arteries... ugly, dispiriting, demoralising suburbs springing like fungi from every old town within 60 miles of St Paul's".

Hall's thesis is that the events of the last three decades and the attack by the Thatcher Government on regional planning as a discredited notion of the 1960s makes strategic planning for the future more, not less, crucial.

Hall would like to see the south-east region run like a German *Land* but with what he calls a "streamline bureaucracy". His book claims to be apolitical, but so many of his arguments require political decisions to be made that his independence looks naive. But his careful statistical approach, his geographical turn of mind which sees London as an ever-changing map, make this a fascinating book.

It is a relief to read a book about planning the city and region that is not a polemic but a careful and thoughtful, if speculative look at the future. Professor Hall's lack of confidence in *laissez-faire* planning and leaving things to market forces is well illustrated by the middle of the London Docklands. Lack of planned infrastructure and housing policy has spoiled the overall success of a project which has transformed a derelict region. But he feels success could be dragged from the jaws of failure.

Docklands and the Urban Development Corporations have forced the development industry into new and more imaginative entrepreneurial guises. He hopes that there will be an almost Victorian willingness to commit private capital to major infrastructure projects in London on the scale of the Channel Tunnel. His proposal for a tunnelled main route under the Thames and a south London Subway has the vision that may appeal to the development industry.

London today shows both the good and bad sides of the curious mixture of plan and non-plan in our development control system. There is, in the professor's view, no one giving a clear lead on the planning and organisation of a mature capitalist economy.

London in its present chronic muddle is only one symptom of the lack of a partnership between state and private planning. An *economic conscience* is what is needed. This book is a good case for it and should be read by both politicians and developers.

Colin Amery

Diplomatic signals

■ The announcement that George Bush will attend Emperor Hirohito's funeral may have sent a few diplomatic tremors round other capitals. For he will attend in his capacity as President, not President-elect, and as the Vice-President who always seemed to be standing in at funerals for President Reagan. The Hirohito ceremony is not till February 24.

Besides, the announcement was accompanied by statements from the State Department that the US relationship with Japan was its "most important bilateral relationship in the world."

One can play semantics with the wording. The US relationship with Britain is usually described as "special" rather than "important," and the relationship with Europe is multi-lateral rather than bilateral. Still, it looks like a new departure. Previously it was largely Mike Mansfield as the outgoing US Ambassador to Tokyo, who used to make such claims about the US and Japan. It looks as if he may have won his last battle. And one wonders which other leaders will now decide to go to the funeral after all.

Laing's coup

■ Sir Hector Laing, the chairman of United Biscuits, is extremely pleased with his latest recruit. Thomas Hunt Wyman has agreed to join the board of United Biscuits (Holdings) plc as a non-executive director, and also to be chairman of the Group's American subsidiary, UB (Holdings) US.

"It's because he knows everybody in America that it's so good," Laing says. They have also known each other since the mid-1970s. About a year ago, Wyman was sitting behind Laing at a scorecard flight to the US, so Laing decided to sound him out.

OBSERVER

Wyman said he would think it over and eventually agreed. The Wyman list of appointments, past and present, is formidable. Now 59, he has been president and chief executive of Green Giant, and chairman and chief executive of CBS. He now sits on the boards of AT&T and General Motors and is a non-executive director of ICI.

Laing says that Wyman will only have to put in a day or two a week for UB, but it is the connections that count. "He was the very first man that came to mind." In the last few days movements in US shares have been quiet, but the company could be on someone's takeover list. It may help to have Wyman around for the defence.

Groz spoof

■ Hungry's satirical magazine, *Ludas Matyi*, has just run an exclusive interview with Karoly Groz, the party leader. Although it reveals little that is new, Hungarians lapped it up. Groz talks about his busy working life: 330 hours a month, from 7.30 am to 7.30 pm. "I usually fall asleep during the news," he said.

The interview was, in fact, a spoof. What is striking is that the Hungarian authorities have not so far objected.

Pop President

■ A television chat show host may be the next President of Brazil. Silvio Santos, a 57-year-old entertainer, has emerged as the choice of nearly one in four voters in a 5,000 sample poll conducted in more than 250 Brazilian towns. The Latin



"If you're actively looking for work, what are you doing here?"

America watchers, the local political commentators, as well as our correspondent in Rio, all say that the chances of his running, and possibly even winning, must be taken seriously.

Santos is nationally known for his highly popular, deeply down-market family variety show, and has not yet held public office. Yet he fits the Brazilian tradition of rags-to-riches growth. He started as a street vendor and now controls a multi-million dollar television network. He could also become the standard bearer for the right.

A poll taken by Dope, Brazil's best-known opinion researchers, suggests that 24.1 per cent of the electorate would vote for him if he stood. That was well ahead of the two main left-wing candidates: Leonel Brizola, the ex-Rio Governor, polled 16.7 per cent, and Luiz Inacio Lula da Silva of the Workers' Party only 11.2

per cent.

The presidential election is 11 months away. It was the strong performance of the left in last November's municipal elections, however, that has left the political right floundering for a candidate. Santos offers competence, enterprise and the common touch.

"It's almost because he has no political track record that he is such a popular choice," the commentators say. And at least the prizes that he offers in his television programmes are actually delivered.

Football talk

■ Odd how clichés creep into the vocabulary. One of the latest is about the need for a level playing field. Not long ago it was about not moving the goal posts. But if the playing field level, can the goal posts be moved? That's a difficult question: better to stick to plain language.

Hammond's seat

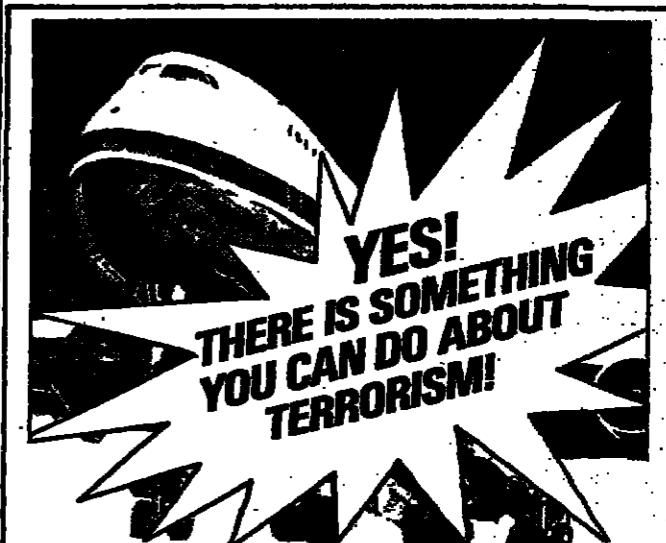
■ What to do about Eric Hammond? The debut of the general secretary of the rebel IEEFPU electricians' union at yesterday's tripartite National Economic Development Council raised a delicate question of consent at the NEDC's round conference table.

Hammond, whose union was expelled from the TUC last year, could hardly sit with the brothers from Congress House. Nor could he squeeze in among the government and industry representatives, however much some of them may have liked to have had him.

The compromise finally chosen was to settle him among the "neutral" members of Neddy, close to Robin Leigh-Pemberton, the Governor of the Bank of England.

Harsh law

■ "What is the penalty for bigamy?" someone asked sternly. Answer: "Two mothers-in-law."



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David Marsh meets Klaus Töpfer, the West German Environment Minister

A delicate balancing act

Klaus Töpfer, 50, the West German Environment Minister, is at the centre of permanent conflict over balancing ecological and industrial priorities in western Europe's largest economy. Because of unusual German sensitivities over the environment, pressures tend to be more acute than elsewhere in Europe.

The electorate and the Opposition Social Democratic (SPD) and Green parties, sensitised by a string of well-publicised environmental mishaps in the last few years, are calling for even tougher restrictions on pollution of land, water and air, as well as the closure of nuclear power stations.

At the same time, Mr Töpfer is responsible for nuclear safety and is being justified by a new row over a hushed-up nuclear mishap at the Biblis nuclear power station in Hesse at the end of 1987 which, critics allege, represented the first stage to a core meltdown.

West German industry, on the other hand, points out that environmental regulations in other EC countries are generally less strict and claims further tightening could bring it disadvantages as the post-1988 integrated market approaches. Industry estimates that in 1987 it spent DM 22m (€8.5m) on environmental protection (investment and operating costs) and complains that it is being loaded with much higher costs than competitor countries.

Nicknamed "Katastrophen-Klaus" (Catastrophe-Klaus) on account of his tendency to react to the scene of ecological accidents, Mr Töpfer energetically puts forward the doctrine that a vigorous approach to the environment represents the only permanent way to safeguard jobs and industry in the modern world. Improvements in the environment produce a pay-back.

"It is our goal to use tough, calculable environmental measures to produce technological progress. All the evidence shows that countries which have lax policies on protection of the environment have to pay dearly in the end for any possible advantages," he says.

Mr Töpfer's view appears to be born out by the extremely healthy growth and profit record of the big three chemical companies during the last

few years. Chemical giants Hoechst, BASF and Bayer say that, so far, extra environmental costs have been absorbed by general buoyancy of the world chemical industry. They admit that German economic consciousness has helped by propelling them into higher value added products. But they believe the industry will face financial strains if environmental costs rise as a chemical downturn appears.

Mr Töpfer admits he is under fire from West German companies complaining about lack of harmonisation on pollution control in the EC. For instance, the oil sector complains that tougher German emission standards add DM 4 to DM 5 a tonne to the cost of refining crude. But, although German industry has been spending heavily on foreign investment - in expanding areas of the EC like Spain as well as the US - Mr Töpfer says he detects no "ambiguity" as a result of differences in environmental standards. And he adds bluntly that countries in the EC which operate less rigid standards will have to catch up later.

Recognising, like many in government, industry and the population, that West Germany's approach to the environment was inadequate until the 1970s, Mr Töpfer says, "We saw this in the post-Second World War recovery of the German economy. A lot of recovery was carried out at a price to nature. This has produced a lot of harm - contaminated industry sites and so on - which cost much more to clear up now than if we had tackled the problems from the start."

As a sign of West Germany's former lag, the word *Umwelt* (environment) only came into use in the Government in 1970. This marked the birth of a department for environmental protection (*Umweltbehörde*) - its name translated directly from the English term - at the Interior Ministry. This looked after environmental affairs until 1986 when Chancellor Helmut Kohl was forced to set up a separate ministry, after the Chernobyl nuclear accident.

Mr Töpfer took over the job from Mr Walter Wallmann (now Prime Minister of Hesse) in May last year. There is no doubt in his energy. Indeed, he is frequently accused by the Opposition of concentrating too much on public relations.



Klaus Töpfer: a tough approach to the environment

During the last few months he has been photographed swimming across the Rhine (to indicate the innocuousness of the water in spite of successive river pollution affairs) and administering solace on the North Sea coast over seals killed by algae.

He has multiplied efforts to reduce industrial output of the fluorochloro-carbons which deplete the ozone layer, held talks on reducing imports of wood from threatened tropical forests; and travelled all over Europe to persuade other countries to follow the German environmental line.

"It is interesting to see that every time I cross a border - in West and East - the Federal Republic is regarded and welcomed as working on the front line of environmental efforts," he says.

For the first time, his Ministry is working on providing financial support for pilot plants to lower air and water pollution in East Germany. Because so much of West Germany's air pollution comes from the East, this represents a straightforward economic interest.

Why is the Federal Republic so much more worried about the environment than other countries? Mr Töpfer first gives the argument about West Germany being a densely-populated heavily industrialised country with a vociferous Green party. Then he gives another reason. "Under the surface, many Germans have a guilty conscience about having achieved such a high living standard in such a short time (since the Second World War)."

Over EC harmonisation, Mr Töpfer makes the distinction between national controls on emissions and on environmental standards in products or food. In the former, West Germany is free to adopt tougher standards than other members, although industry tends to complain. In the latter, he points out, Bonn's efforts to protect consumers by pressing for tougher norms are viewed by the rest of the EC as a form of non-tariff barrier.

Such conflict was shown in sharp criticism of Mr Töpfer by the SPD in December for diluting efforts to set stringent standards for car pollution. At a November conference of EC Environment Ministers in Brussels, West Germany had to back away from fiscal incentives to support sales of smaller cars equipped with catalytic converters.

The European Court of Justice is now examining whether the tax break scheme - as other member countries suggest - constitutes a breach of free trade. Mr Töpfer is now appealing to German car makers to make a voluntary commitment only to produce cars equipped with catalysis.

Mr Töpfer says he is "not content with progress on a Community-wide directive to reduce emissions of sulphur and nitrogen oxides from power stations and industrial plants. Agreement was reached in June on bringing in EC-wide reductions from 1990 onwards - nearly a decade after West Germany's own restrictions on were imposed. He also criticises Britain for not yet signing an agreement, reached as part of the Helsinki process, among countries from East and West Europe to reduce sulphur dioxide emissions by 30 per cent up to 1993.

Mr Töpfer's main advantages are stamina and a thorough knowledge of his subject, which he acquired in his years as a university professor and as a state secretary and minister in the state government of Rheinland-Pfalz since 1980. His weaknesses are in his lack of a strong political power base and his indirect power over events in the federal states.

Mr Wallmann, however, made use of the profile he built up at the Environment Ministry to win a resounding success in Hesse state election last year. Mr Töpfer looks like being selected by the Christian Democrats to run in the key Saar election in 1990 against Mr Oskar Lafontaine, the mercurial Saar Prime Minister, who is one of the leading lights in the SPD.

For the moment, Mr Töpfer says he wants to make a success of his Bonn job, and sidesteps questions about 1990. But, assuming he runs, the Töpfer-Lafontaine contest could be very hot indeed as the West German general election at the end of that year.

Economic Viewpoint

No tax cuts, we're British, once again

By Samuel Brittan

Mainstream participants in the British economic debate are masochists when it comes to tax and cry-babies when it comes to monetary policy.

The Budget surplus in both this and the next financial year are likely to be in the £10bn-£15bn bracket, given any remotely likely Budget - although the Treasury may try to present the figures in a conservative way.

So far from fiscal policy not having been used, the public sector balance has tightened over the last couple of years by over 4 per cent of gross domestic product. The Chancellor has been ready not only to allow the automatic stabilisers, which swing the Budget into surplus in a boom, to work. He has taken the further step of aiming in the next fiscal year for a surplus at least as good as he achieved in the preceding one - a step only sensible, of course, during a strong upturn.

Because of the way the fiscal policy works, it is possible to make so-called tax cuts without reducing the likely Budget surplus. I say "so-called" because with a progressive tax system, adjusted only for inflation but not real growth, the tax take rises as a proportion of national income if the Chancellor does nothing about it.

Ignorance of this feature - known by the horrible name of "real fiscal drag" - contributes to fiscal masochism. It would be nice to leave the matter there. But there are, as ever, arguments about the appropriate figures. The official estimate for real fiscal drag is believed to be only around £1bn for income tax in a normal year. This seems rather low, even accepting that the buoyancy of the revenue in a year of abnormally rapid growth should not be cashed in as tax adjustments.

In any case, there are important further sources of revenue gain. Corporation tax receipts rise faster than the national income: (a) because the structure of the allowances works so that the marginal rate of corporation tax is much higher than the average or effective rate for a typical company; and (b) since the end of stock relief corporation tax is not at all indexed against inflation.

This is not however the time

for corporate reliefs. For, as Donald Franklin reminds us in his excellent Schroders Economic Perspective, corporate sector margins are now at a 30 year high, "so there is ample scope for a margin squeeze, which could bring a dramatic reduction in inflation and the trade deficit during 1989."

But to come back to the fiscal outlook: the Government has succeeded in containing the rise of public expenditure below the growth of GDP, which boosts the Budget surplus, over and above fiscal drag. Taking everything together, the 1988 Budget Red Book projected (on different assumptions to those now appropriate) a "fiscal adjustment" of £2bn for 1989-90.

Even if a higher adjustment, say £5bn, were consistent with an unchanged surplus, the Chancellor would hardly dare to act on it. For why bother to adjust the tax burden downwards if you get politically crucified for your pains? Even £3bn could be politically risky.

Nevertheless, a discretionary fiscal tightening, over and above the very large automatic tightening that has already taken place, is likely to be destabilising. Its main effects, if any, will come with some delay when the economy is already slowing down.

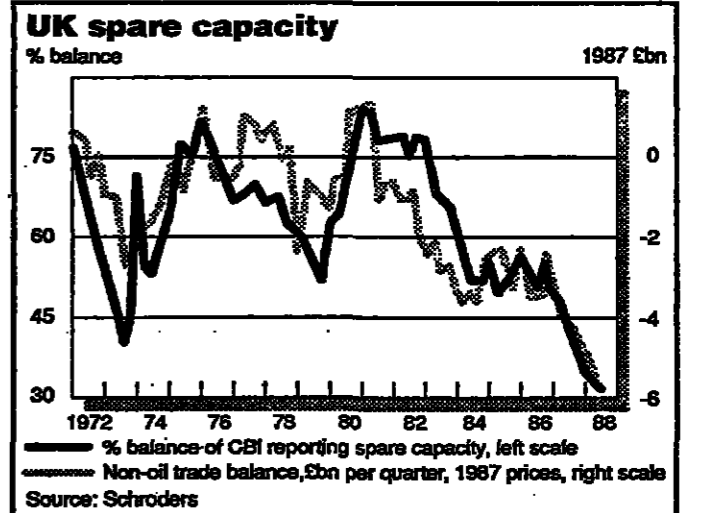
Mention of slowdown is indeed appropriate. For the biggest danger facing the Government's counter-inflationary policy, is that, on the pretext that UK growth is slowing down, interest rates will be reduced prematurely or excessively - more likely the latter.

The discussions about hard and soft landings have been far too much in terms of real growth - as in the days of neo-Keynesian growthmanship - and not enough in terms of levels of capacity operation.

How many people remember the NAIRU - the non-accelerating rate of unemployment? That rate is, we must hope, well below the 1988 peak of 11.1m. But for all we know it could well be above the current 2.1m level (7.5 per cent of the labour force). It is sad if this is so. But many other labour market indicators suggest labour shortages near the scale of previous inflationary booms.

The pressures on plant capacity are well brought out by the chart, which shows that the amount of idle capacity reported in CBI Surveys is now lower even than in the Barber boom of 1972. Recent improvements in efficiency may make it easier for companies to work close to capacity; but no one knows how much closer.

If the economy is working too near to capacity, a soft landing may not be achievable and some quarters of low or negative real growth unavoidable. The Government's role is not to prejudge the issue, but to stick to its nominal framework - in practice a combination of objectives for cash spending and the exchange rate - and to leave real growth to take care of itself.



LETTERS

Organic farming

From Mr Bill Starling.

Sir, What a pity David Richardson (Farmers' Viewpoint, January 10) did not attend the conference, organised by British Organic Farmers, to which Prince Charles's recent remarks were addressed.

Mr Richardson would have realised that modern organic farming is much more than conventional farming without the chemicals.

It is a broad-based agricultural system which, if examined properly, may lead to misconceptions such as his comments on leeching. (When looked at over a complete rotation of seven to eight years, organic systems are found to leech less than half the nitrate lost by an intensive chemical system.)

Agriculture has a fundamental impact on our environment. With chemical farming that impact is often detrimental, with pollution risk, loss of wildlife habitat and loss of aesthetic quality. The conference papers by F. G. of the Earth and the Royal Society for the Protection of Birds showed that the important environmental organisations now recognise that organic farming has a more benign effect.

The boys' food shagwags, if too many farmers change to organic methods, does not bear examination. The Ministry of Agriculture continues to talk

about the increasing acreage needing to be taken out of production in order to curb food surpluses.

Today's chemical farming outputs are the result of over 40 years of intensive research and development. Steps are only now being taken to expand the scientific and technical knowledge available to improve production under organic regimes.

Organic farming is not merely a way of producing high quality food, without the perceived risks of chemical residues and with a more ethical approach to livestock husbandry. It is also a positive way to help overcome many of today's environmental problems and develop agricultural practices more acceptable to the general public which, rightly or wrongly, is unhappy about the more extreme aspects of conventional agriculture.

That it is viable is demonstrated by the growing number of farmers (over 400) registered under the Soil Association's Symbol Scheme for organic quality, and the growing number of hard-headed retail chains anxious to stock organic produce.

Bill Starling, *Chairman, British Organic Farmers, 26 Colston Street, Bristol, Avon*

'Investors should back the long run, not long odds'

From Mr K.J. Phair.

Sir, Your leader on "The Gambling Mentality" in banking (December 30 1988) is long overdue, but unfortunately proposes a false remedy for the symptoms described.

It is true that risk levels in bank portfolios are increasing worldwide, in the various guises of credit risk, market risk, event risk or liquidity risk. Naturally, risk is not being taken for its own sake, but because it is frequently seen as the only way to meet ambitious short-term profit targets in an environment where investors and wholesale borrowers are colluding to disintermediate the banks.

While extra risk may well produce extra return in the short run, in a stable long-run situation increasing details or changes in market value will eliminate these extra profits. In other words, for banks in aggregate, today's profits from higher risk are being paid for with tomorrow's profits.

The key phrase here, of course, is "stable long-run". This clearly cannot apply to today's market, in which the collapse of expectations of October 1987 is still making its effects felt. Accordingly, many prudent bankers the world over have watched competitors increase profits through booking high-margin business, and have suffered increasing temptation to leap on the bandwagon.

When they succumb, this is frequently justified with the belief (that is, hope) that the risks have been overestimated relative to the return, and by pointing to pressure from investors to maintain dividends and earnings.

This process is inherently extremely dangerous for the world economy, because such an over-optimistic view may infect the whole financial system, and not be confined to a single sector or risk category.

Your readers may now be saying "Hold on - that's a bit extreme, isn't it?" Well, yes, it is, but it should be no less plausible for that. Recent financial history is littered with incorrect projections based on past performance.

Contrary to your leader's conclusion, increased regulation of banks' risk concentrations is most emphatically not the appropriate response.

Increased regulation of risk concentrations will not prevent bankers from taking excessive risks in aggregate, which could still leave banks very exposed to a severe recession which devalued a broad range of financial assets, such as LBO (leveraged buy-out) debt, property and other real assets.

If people feel protected by regulation, they also feel free of the fear which should counterbalance greed, as your editorial comment on the US deposit insurance system implicitly acknowledges.

Regulation imposes costs, both of a monetary nature and, more crucially, in tying up senior management time which would be better spent on planning and executing long-term competitive strategy. The effects of these costs are already evident, particularly in London, and will undoubtedly accelerate greatly the structural change of the London securities market in the next few years in ways which may not be wholly desirable from a UK perspective.

Significant structural change is unavoidable in the next five years if world-scale financial institutions are to survive from a European, particularly UK, base.

Ensuring that the UK's financial institutions remain strong requires much management time, and a focus on long-term objectives which dominates short-run considerations.

Accordingly, it is essential that investors, regulators and governments take a long-term view of the value of financial institutions.

Investors, in particular, must be induced to back top quality management operating with clear long-term objectives, and not be favourably impressed by a short-term dash for earnings.

Many other world-scale financial institutions are playing the long-term game - the present tendency of UK and US institutions to mortgage their future through focusing heavily on the short-term is analogous to betting their business by borrowing short and lending long - which is, of course, how many US "thrills" ran into trouble.

K.J. Phair, *Cherrydown, Eltham Road, Beckenham, Kent*

Plain food preferred

From Mrs Eva Wittenberg.

Sir, The adventurous food manufacturers who produce sea urchin coral and giant green-lipped mussels can hardly hope for a mass market (Weekend FT, January 7).

But an enterprising company could find a fan club of devoted customers without searching for such exotic delicacies.

Any company which caters for the sizeable group of people who are allergic to or dislike onions and garlic is sure to

gain an enthusiastic following. At present, people prone to such allergies are unable to buy "starter" or "main course" convenience foods; practically all such products contain one or more members of the allium family.

The market for onion-free and garlic-free dishes is ready and waiting.

Eva Wittenberg, *3 Fairway, Church Road, Liverpool, Merseyside*

attired group of people looking in the window of a Colovision shop. On the roof is a satellite dish and above it - rather out of perspective - can be seen the satellite.

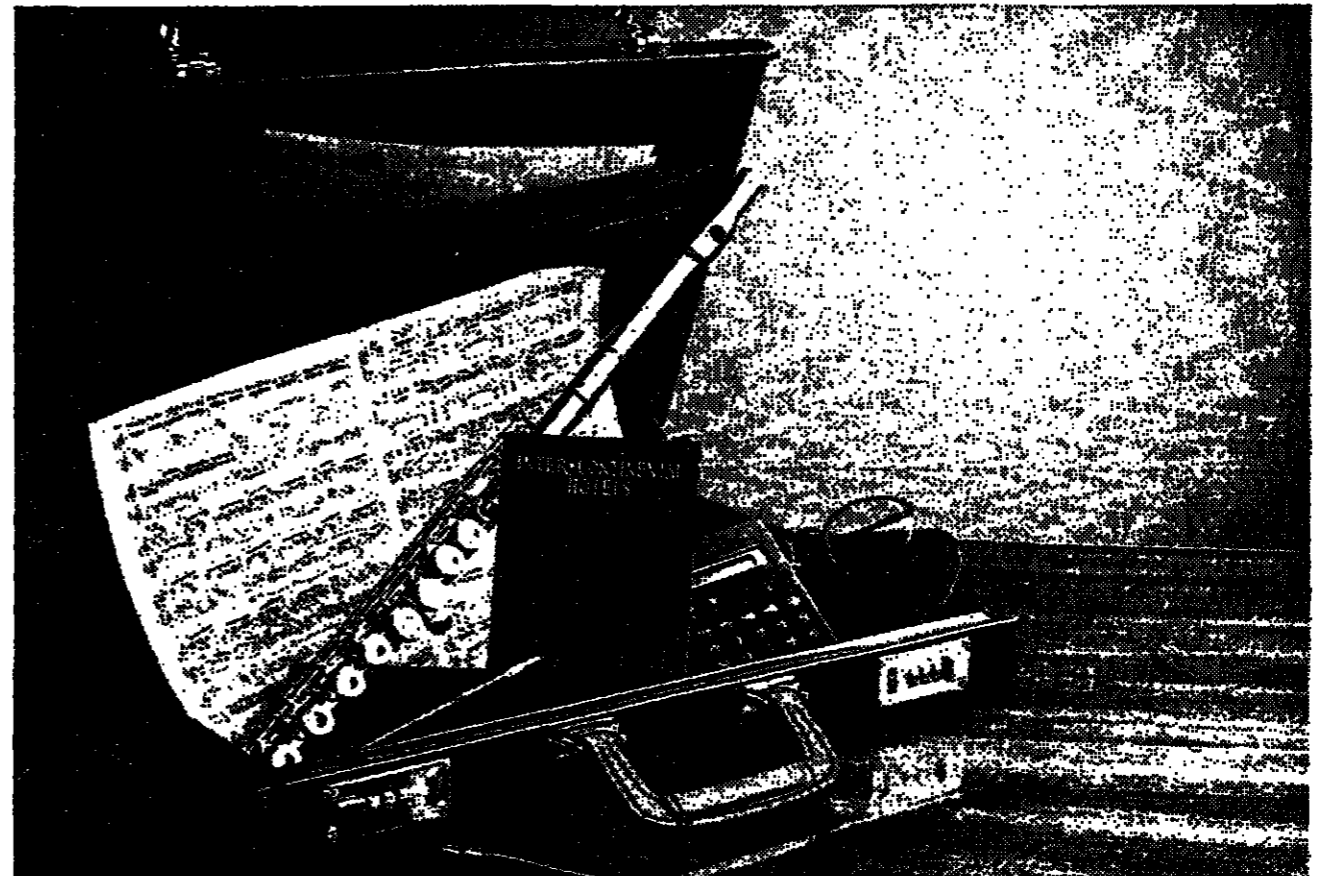
Archie McKerrill, *27 North Linkside Road, Liverpool, Merseyside*

Star of wonder

From Dr Archie McKerrill.

Sir, David Lascelles' article on company Christmas cards (Weekend FT, December 24) does not mention the one from Colovision, which I found sufficiently amusing and tasteful to display on our sideboard. It shows a Victorian street scene with a small, appropriately

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FINANCIAL TIMES

Thursday January 12 1989

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That's BTR

Dollar strength prompts concerted bank intervention

FURTHER DOLLAR strength yesterday prompted frequent central bank interventions, while sterling received an unintended boost from Mr Nigel Lawson, the UK Chancellor of the Exchequer, which left the pound at a 2 1/2-year high against the D-Mark.

By the close in Europe the US currency was at DM1.8285 against Tuesday's close of DM1.8359. At the close in New York the dollar stood at DM1.82825.

The dollar's strength against the D-Mark is creating problems for the Bundesbank, which remains concerned about West Germany's inflation outlook and the growth in its trade surplus.

That pressure may be growing for a rise in the discount rate, currently 3.5 per cent. The Bank of England also intervened, selling sterling for D-Marks, in a move interpreted by the market as designed to slow the rapid rise of the pound, not primarily to support the dollar.

leaving a meeting of the National Economic Development Council. Reuters, the news agency, reported him as saying he was not worried about sterling's latest strong rise. "It's alright", was his reported remark.

Consortium seeks US funds for UK reactor

AN Anglo-American consortium including Rolls-Royce and the UK Atomic Energy Authority is setting up plans for a novel design of nuclear reactor which it hopes could give Britain a second chance to enter the international reactor market.

The American partners are the engineering groups Combustion Engineering and Stone Webster.

The project involves what they call the safe integral reactor or SIR, a 300MW reactor aimed at markets beyond the year 2000.

Based partly on Rolls-Royce experience with submarine reactors, the group is hoping to submit its ideas to the US Department of Energy next month. It is seeking \$50m of US funding toward a detailed design and, if successful, will try to raise a similar sum in Britain.

If successful, the consortium will try to raise a similar sum in Britain. The cost of the design is put at some 20 per cent of the capital cost.

Rolls-Royce and Associates, the company's nuclear specialists, and the UK Atomic Energy Authority, have been collaborating since the summer. They were joined in the autumn by the two US engineering groups.

In London yesterday the four signed a memorandum of understanding to pursue SIR as "a new market opportunity" for a smaller, simpler reactor.

Sir Francis Tombs, chairman of Rolls-Royce, said he believed it might prove an interesting development of the company's present nuclear interests. It has built and serviced 20 small pressurised water reactors for the Navy.

The memorandum was an agreement to study funding and market opportunities, and it was too soon to judge its significance, Sir Francis said.

Mr Dick Knapp, business director of Combustion Engineering, said the venture would want the US Government to certify a design it could build anywhere in the world. He expected to get the Energy Department's consent to its request for funds within 90 days of the submission.

Bonn softens attitude to US allegations over Libyan plant

By David Goodhart in Bonn

THE West German Government appears to be coming round to the view, pressed vigorously by the US, that West German companies have played an important role in supplying the alleged Libyan chemical weapons plant.

Chancellor Helmut Kohl was also careful in his start-of-the-year press conference yesterday not to rule out the involvement of German companies.

Mr Kohl, for example, had said in an interview published in Die Welt yesterday that it was intolerable to put Germans in the dock without evidence adding that "this is no way to treat friends."

The change of attitude, which has been accompanied by a fresh raft of allegations against named companies in the German media, may be a consequence of the arrival in Washington of a group of German officials who are thought to take a closer look at CIA evidence.

It was also announced yesterday that the criminal investigation department of the customs authorities, based in Cologne, had begun a formal investigation into the Frankfurt company IBI Engineering owned by Mr Ihsan Barbouti, an Iraqi businessman based in London.

Today Stern magazine is due to publish further allegations about the involvement of Imhausen-Chemie, the company originally named by the US authorities, which was subsequently cleared of any involvement by the relevant German officials.

The Government's hope that Tuesday's announcement of new export control regulations would end public interest in the affair - and in the negative effect on US-German relations - thus seems to have been dashed.

However, one US official said yesterday that the new export control proposals did represent an important step in the right direction.

Mr Kohl also yesterday became embroiled in a difference of opinion with Mr Rupert Scholz, his new Defence Minister who has been having a rough ride over the issue of cutting back on low-flying by military jets.

Mr Chancellor, who has hitherto firmly supported Mr Scholz, said, in response to public comments from the Defence Minister over the necessity for modernisation of short-range nuclear weapons, that public discussion of modernisation was "not useful."

Another issue touched on in the start-of-the-year press conference was corporate tax reform - which, Mr Kohl said, would be examined and debated as soon as possible after the next election on December 9 1990.

Editorial comment, Page 20

Delors tries to revive EC labour talks with employers

By David Buchan in Brussels

A BID TO breathe fresh life into the "social dialogue" between Europe's employers and trade unions will be made today when Mr Jacques Delors, the European Commission president, brings capitalists of both sides of industry together at a special conference in Brussels.

As part of his effort to add "a social dimension" to Europe's emerging single market, Mr Delors will try to meet unions' complaints that over the past four years of talks with employers have produced no concrete action, without aggravating the latter's fears of getting dragged into laying the ground for unwelcome new EC-level social legislation.

Mr Delors is expected to propose to Unice, the European employers' federation, led by Mr Karl-Gustav Ratjen, a board member of Volkswagen and Metallgesellschaft, and to the European Trade Union Confederation (ETUC) that they hold more regular summit meetings to give the social dialogue a new political impulse.

The first such summit was in January 1985, convened by Mr Delors in one of his first acts as Commission president.

Searching for consensus, Mr Delors will propose continuation of discussions on worker training and labour market flexibility, on which both sides of industry have already reached "common opinions."

But it is the fact that these are nothing but opinions that has led the Etuc, led by Mr Ernst Breit, head of the West German DGB trade union federation, to complain that the dialogue has just become a "social car park" in which by immobilising issues on which employers want no action.

The Etuc this week said the social dialogue "must serve as a reference for legislative and regulatory initiatives by the Commission," and that it must be decentralised to the level of sectors, branches and multinational companies.

Etuc officials reject Unice's retort that this smacked of Europe-wide collective bargaining. They point, as a model for concrete action on a sectoral level, to last October's agreement on training by the Euro-Flet grouping of industrial and technical workers with the European Federation for the Retail Trade.

At today's gathering at the Palais d'Edmont, Mr Delors will be putting his diplomatic skills to the test. He has been facing the difficult task of breaking the news to Lord Prior. He had intended to contact him shortly before the bid was announced, but the call precipitated events.

The question arises why the bidding consortium went to Barclays, knowing the arguments chairman was on its board. According to those close to the bidders, it was because Barclays was Plessey's lead bank. Lord Prior's presence on the board was considered to be a problem that Barclays should address itself.

Quite how unsettling Barclays' stance will prove with other bank clients remains to be seen. Mr Quinton said he had received no representations from other non-executive board members, and his intention of changing Barclays' policies.

Water mergers

The Government's policy towards the UK water industry is getting murky by the day. Having decided to return the industry to the private sector in order to stimulate competition, it is now taking steps to protect private sector monopolies in order to preserve what it describes as "comparative competition".

In a statement which does the Civil Service proud, the Government's latest bit of interference is likely to make the eventual structure of the water industry of the 1990s look even more antiquated.

It should probably have acted before now to quell the wave of takeovers in the industry, but its decision to allow future bids to be turned down solely on the grounds that a successful deal would reduce the number of water companies in independent ownership is unusually broad. The main aim seems to be to curb the predatory appetites of the French and the wider market, and whilst it will defuse the growing political row about the speed with which the independent water companies are disappearing, it is going to do nothing for competition in the industry. Given that the Government has also promised to equip the water authorities with 5-year golden shares, any chance that the threat of takeover would improve efficiency has all but evaporated.

There's the similarity end, and yesterday's 36 per cent growth from Sock Shop and 44 per cent from Body Shop disguised the differences. Sock Shop is going into another period of rapid growth with 100 per cent gearing, having paid its fancy premiums for its recently acquired sites, and is now showing no underlying volume growth at all. Body Shop is unengaged, has already proved how well its format travels overseas, and unlike

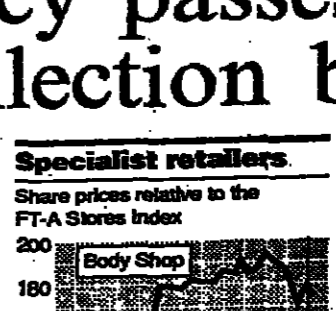
Maxwell

The brief burst of enthusiasm with which the market greeted Mr Maxwell's capture of Macmillan seems to have evaporated, and it is not hard to see why. Despite yesterday's details of disposals effected and under negotiation, there is still deep confusion about the emerging shape of the business. Perhaps most perplexing is the renewed commitment to group sales of between £5bn and £5bn by the end of the decade (meaning by December 1990). It is implicit in the move from printing to publishing that MCC should sell turnover faster than it buys it. In 1987, its printing margins were 7 per cent, whereas Macmillan and OAG had margins of 13 per cent and 40 per cent respectively.

Mr Maxwell's reply to this, slightly unconvincingly, is that it should soon be possible to hit

Abbey passes the collection box

While the Abbey National flotation may be packaged as a rather smart way of unlocking value for its 7m customers, it is the only realistic way that it can hope to raise the £12m plus which it desperately needs to play among the big boys of European finance.



almost all other retailers is still increasing its sales from existing space by 20 per cent or so. One had a neat idea, which it has carried out reasonably efficiently so far, while the other had a brainwave, and one that is still flummoxing investors. It all suggests that the 50 per cent underperformance of Sock Shop this year is not unfair, and that the letter will just deserve a multiple of 25 or so. Eventually the Body Shop miracle will end, but those who feared saturation in the market for peppermint foot baths some three years ago may admit that it has a good 10 years to run yet.

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Table with columns for location, temperature, and weather conditions. Includes cities like London, New York, Tokyo, etc.

Mexican unions in protest

Continued from Page 1
strated in the centre of Mexico City for "la Quina's" release. Long queues built up at petrol stations and soldiers guarded state-owned oil facilities against possible sabotage.

Soldiers also occupied installations owned by Pemex, the state oil concern, in the northern border city of Reynosa and in Villahermosa, capital of the oil-rich Tabasco state. Pemex said last night that refinery operations were returning to normal. The company main-

Airlines begin engine checks

Continued from Page 1
viewed again yesterday by crash investigators but the details of their conversation were not revealed. Salvage crews yesterday began moving the central section of the crashed aircraft from the crash site.

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ACCOUNTANCY COLUMN

US parents must account for their subsidiaries

By Pratap Chatterjee in New York

YOU CAN expect Ford, the US automobile manufacturer, approximately to double in size when it publishes its accounts this year.

You can also expect its debt-to-equity ratio to increase by anything up to 16 times (Ford's own estimates).

No, Ford is not about to make a huge bond issue, nor is it going to acquire any other company.

This change in its apparent fortunes is merely the result of a new accounting rule - Financial Accounting Standard 94, a product of the Financial Accounting Standards Board (FASB).

The rule requires US companies to include all their subsidiaries in their group accounts. Its effect will be seen for the first time in annual reports for 1988 due out over the coming weeks. Until now companies have been allowed to exclude from their main accounts any subsidiary that carried out business that was significantly different from that of its parent.

Big car manufacturers have applied this rule to their finance subsidiaries, which were set up to lend their customers money to buy cars. These subsidiaries, which in some cases have assets as large as their parents, are in the business of automobile finance and so have little to do with automobile manufacturing, the

companies have argued. As a result they have been excluded from the consolidated accounts and relegated to a footnote.

From this year, they must be lumped together with their parents, giving readers of their accounts a perspective of the financial structure of the group as a whole.

Hence the position of Ford, which owns Ford Motor Credit. Companies in other industries, such as retail chains like Sears, also have finance sub-

It is possible to construct a consolidated balance sheet from existing published information already

sidaries, but car manufacturers like Chrysler, Ford and General Motors have the largest operations of this type.

For these companies, leaving out the assets and liabilities of their subsidiaries has made it possible to keep their balance sheets nice and tidy. It has the effect of improving the cash-flow, liquidity and financial ratios of the parent.

The US is not the first country to attempt to tackle the consolidation problem, although it is the first to abolish the "dissimilar business" test.

Companies, needless to say, are not pleased. Auditors and financial analysts, meanwhile, are divided in their opinion. Some point out that all the required information is available outside the main accounts for those who want it, so the change will merely be cosmetic. It is possible to construct a consolidated balance sheet from existing published information already.

This view is based on the belief that disclosure, rather than presentation, is the key concern.

But as Mr Gerald White, chairman of the financial accounting policy committee of the Financial Analysts Federation, says, disclosure itself is not standardised but varies from company to company, making it difficult for analysts to keep track of what is going on. "You may not know what you don't see," he says.

FASB has tried to tackle this problem by requiring greater disclosure, at the same time as full consolidation. However, it has not specified a standardised format for the information.

Another argument against the new rule is that, by forcing companies to disclose all sub-

sidary companies, the FASB is actually doing the readers of accounts a disservice. It makes sense to leave out subsidiaries in different businesses: lumping them together with their parents is like adding apples to pears, and the resulting figures tell the reader nothing useful.

Take the case of an insurance company owned by a manufacturing company. The

There are worries that the rules will lead companies to find other ways of keeping liabilities out of their balance sheets

liabilities and assets of one are different in nature from those of the other.

For a company like Loews Corporation, which already consolidates its majority-owned insurance company with its tobacco operations, a misleading impression may be created of the group's overall financial situation. Billions of dollars of financial assets are held against future claims, and indeed the company's ability to dispose of these assets is carefully regulated.

Mr G. Michael Crooch, who represented Arthur Andersen at hearings held by the FASB on the subject, says that consolidating all majority-controlled subsidiaries in this way is not the best means of tackling the problem. He admits, however, that it is difficult to find a reasonable alternative.

A compromise on this point has been reached in Canada, where finance subsidiaries are specifically targeted for consolidation, provided they primarily handle the accounts of their parent. But many feel that finance companies are only one aspect of the problem.

There are worries that the new rules will lead companies to find other ways of keeping unattractive assets and liabilities out of their balance sheets.

One possibility is the formation of a joint venture with another company, which then technically becomes the majority owner. Under this arrangement a corporation could retain effective control while keeping a subsidiary out of its accounts.

FASB is aware of these issues. The consolidation rule, FAS 94, was only the first part of a wider project. It is still working on the second part - defining what a group is for reporting purposes (known in the jargon as a "reporting entity").

One of the proposals under review is that control, rather

than ownership, should be the test of when a subsidiary should be included. This would bring the US into line with the UK, which plans to enact a similar provision in the current Companies Bill.

Meanwhile Ford, according to its accounting director Mr Dan Coulson, is planning to show the assets and liabilities of its various subsidiaries separately on the face of its balance sheet. And Chrysler is reported to be planning to issue a set of accounts in the old format, to be called, appropriately, "Chrysler Classic."

Tax advisers: The table two weeks ago of leading tax advisers did not include Grant Thornton. The firm has since indicated that its fee income from tax work amounted to £21.3m in the year to June 30 1988, an increase of 13 per cent from the previous year. It had 456 tax professionals at the time.

Mr Phillip Hardman, Grant Thornton's national director of tax, says of the huge growth of the number of people working in the tax field indicated by the table: "It's a national disgrace." He argues that this mountain of talent could be put to better use elsewhere in the economy, rather than on helping people reduce their tax bills, but declines to throw in the towel himself because it is too late in his career. Any other takers?

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This is a newly created position and the successful candidate must have the strength of character and technical expertise to gain the respect of Finance Directors and General Managers alike.

Acting as Head Office's representative in the field, your reports on control mechanisms must command the confidence of the Board of Directors.

Line management positions will be available in the existing company and as more subsidiaries join the group. In addition to an excellent remuneration package, this is an exceptional opportunity for a qualified accountant to gain immediate commercial experience.

Interested applicants should telephone Richard Parnell on 0753 831515 or write to the address below, enclosing brief details.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
4A High Street Windsor SL4 1LD
Telephone: (0753) 831515 Fax: (0753) 831171

PLANNING & ANALYSIS

West of London • Age 25-29 • £23-25,000 plus car

Our client, a 'household name', is a rapidly expanding plc. A strong reputation for its aggressive, dynamic, financially-driven management, has made it the leading company in its consumer service sector.

This broad analytical role offers the opportunity to make an impact upon company performance and contribute to the majority of business decisions, with daily exposure at senior management and director level.

Responsibilities will include forecasting and planning, pricing recommendations, new product appraisal, identifying profit opportunities, evaluating capital investment and staff management. As part of a small planning team in a highly computerised environment you will provide management reporting to tight deadlines using sophisticated financial modelling techniques. This excellent career opportunity will appeal to a qualified accountant, with previous exposure in a commercial environment and possessing the ability to liaise with multi-disciplined management.

A complete benefits package is offered including non-contributory pension and health care, plus free petrol.

H.M.A.
RECRUITMENT

Please apply in writing to Jack Henderson, H.M.A. Recruitment, Chancery House, 33/34 Chancery Lane, London WC2A 1QS. Telephone: 01-242 1822 (24 Hrs). Fax: 01-631 6425.

FINANCIAL CONTROLLER BANKING

City c.£40,000 + Car

Our client is the substantial City branch of a large German bank active in wholesale and retail banking with a subsidiary undertaking merchant and investment banking activities. They wish to recruit a Financial Controller to succeed the present incumbent who will be leaving early in 1989.

The Financial Controller will be responsible to the General Managers for every aspect of the accounting, budgeting, planning and control functions of the Bank and the Merchant Bank. There is considerable emphasis on financial and management reporting both to UK and German management together with reporting

to UK and German regulatory authorities. Systems are heavily computerised and the controller will manage a staff of 12.

Candidates must be mature qualified accountants with appreciable experience in financial services and banking procedures. They should be fluent in German, computer literate and experienced in staff control. The salary is negotiable around £40,000 p.a. plus car and a generous benefits package which fully reflects the seniority of this challenging post.

Please write in confidence with full career and salary details, quoting reference D3936 to John W Hills.

KPMG Peat Marwick McLintock

Executive Selection and Search
70 Fleet Street, London EC4Y 1EU

LONDON CONTROLLER

W. End

STRATEGIC CONSULTANCY

To £35,000 + PHI + NCPS + Relocation

(where appropriate)



SEARCH AND SELECTION CONSULTANTS

A rare opportunity to join a major strategic consultancy in a dynamic and professional environment, operating from its international headquarters in London, the further growth and development of this company necessitates the continued strengthening of its financial control and planning teams.

You will report to the Executive Vice President in London and take responsibility for a team of people, some of whom are qualified. You will guide and control the production of financial and management information, meet standards set by the finance function, provide information to aid decision making and build strong working relationships with high profile senior executives as well as outside advisors.

To fit in with the fast moving culture you will require self-motivation and well established staff management skills. In order to be effective at the senior level you will need to be bright, presentable, firm and possess an ease of communication.

You will be a young qualified accountant (most likely ACA), with 3 years commercial ppe. It is essential that you have a broad based background as you will be running the finance function, and you will already have had exposure to a demanding and pressurised work environment. This is likely to be your second move after qualification, and an involvement with a service business is a distinct advantage. After a commitment of 3 years, job prospects are excellent.

To discuss this position further, please call Maria Sayani on 01-629 4463. Alternatively, write to her at the address below quoting Ref HS183.

OLIVER McKENZIE

A MEMBER OF THE HARRISON WILLIS GROUP
Cardinal House, 39-40 Abchurch Lane, London EC4N 3DF. Tel: 01-629 4463

Outstanding Career Opportunities MULTINATIONAL PLC SEEKS EXCEPTIONAL YOUNG ACAS

Central London

Our client ended last year with yet another successful acquisition.

This was just one more step in its overall strategy towards continual growth and profitable development. Operating in branded consumer products in the retail, food and drink sectors, recent promotions have generated the following career opportunities.

Both roles will combine line responsibilities and a variety of ad hoc development work. The successful candidates must clearly demonstrate an ability to understand issues at a Corporate level. Equally important, however, is the ability to develop within 18 months to take advantage of the many and diverse career opportunities that this Group can offer.

The main responsibilities of the first role are:
* Assisting in the development of Group accounting policies and providing expertise to assist head office staff and operating units.

£25-30,000 p.a. plus car

* Consolidating half yearly and year end financial results and preparing financial information for the Group Annual Report and Public documents etc.

A knowledge of US accounting principles would be an advantage.

The main responsibilities of the second role will include:

* Preparation of Management and Financial Accounts, plans and forecasts for the head office PLC and corporate subsidiaries.

* Financial analysis of corporate costs.

Interested individuals should telephone Karen Wilson BA ACMA on 01-491 3451 (0895 63429 in the evenings/weekends) or write to her at FMS, 14 Cork Street, London W1X 1FF enclosing a recent CV and a note of current salary.

FMS

Search and Selection Specialists
for
Financial Management

ANTONY DUNLOP
ACCOUNTANCY AND BANKING RECRUITMENT CONSULTANTS

FINANCIAL CONTROLLER

£27,000 + Car

West End

A Market leader in a Fashion related industry, seek to appoint a Financial Controller. The group operates several prestigious London premises as well as running a sister company in the U.S.A. The successful applicant will report to the Managing Director and be responsible for streamlining the accounting and administrative functions. This will include computerisation, together with the normal financial and management accounting roles. Thereafterwards you will be actively involved in the design and strategy of the next planned stage of the company's growth ultimately leading to an U.S.M. listing.

Candidates aged 28-35 should be qualified accountants with proven experience of working in smaller companies encountering rapid growth. In addition to generous benefits, career prospects are excellent. To apply please contact Antony Dunlop, on 01-439-6171 (0483-756580) evenings and weekends. C.V.'s may be sent by post or Facsimile on 01-743-4571.

ANTONY DUNLOP LTD
18 JERMYN STREET
LONDON SW1Y 6HP
TELEPHONE 01 439 6171

LONDON - NEW YORK - AUCKLAND

Financial Controller

c.£30,000 + car + excellent benefits Central London

This US public Group is a fast growing market leader in the supply of travel and related educational services. It provides a wide range of high quality programmes worldwide and is expanding rapidly through both organic growth and acquisition. As a result the Group is seeking to appoint a Financial Controller to strengthen the European management team.

Based at the European head office the Financial Controller will be a member of the executive committee and will be responsible for further development of the computerised financial systems and their integration with the operational systems. Other important responsibilities will include controlling the accounting and reporting for several subsidiaries, the motivation of staff and improving

controls and management information. Candidates should be qualified accountants, in their early to mid 30s, with solid experience of computerised accounting systems gained preferably in a multi-company multi-currency environment. Strength in systems development should be combined with the practical ability to manage staff and control accounting operations. The necessary personal qualities include strong communication skills, drive, and a positive commitment.

Please reply in confidence, giving concise career, salary and personal details to:-
Michael Fahney Ref ER A24
Arthur Young Corporate Resourcing
21 Conduit Street, London W1R 9TB.



Arthur Young Corporate Resourcing

A MEMBER OF ARTHUR YOUNG INTERNATIONAL



CAMBORNE FABRICS LIMITED

UK Financial Controller

West Yorkshire c£25,000 + Car + Benefits

Camborne Fabrics is the leading UK manufacturer of specialist textiles, designed and coloured for commercial interiors, with a turnover of approximately £20 million. Impressive growth has been achieved organically through investment in computer and textile technology, product development, high quality service and a programme of overseas expansion establishing a significant worldwide market presence. Their outstanding performance has merited the Excellence in Business Award 1988.

They now seek to recruit a Financial Controller who, reporting to the Group Finance Director, will assume full responsibility for all aspects of the finance function as well as the development of the management information systems within the UK operation. As a member of the Executive Team,

the individual must be able to fully participate in the overall commercial management of the company. Candidates, aged 28-35, will be qualified accountants (ACA, ACMA, ACCA) who, in addition to a high degree of technical competence, must demonstrate leadership qualities, strong communication skills and the ability to make an effective contribution to the profitable development of the business. Career prospects within the Group are considered excellent, whilst success in this role will lead to an early Board appointment.

A comprehensive package including a profit related bonus scheme and full relocation facilities are available where appropriate. Interested applicants should write to James J. Russell, quoting ref: LB486, at Michael Page Finance, Leigh House, 28-32 St. Paul's Street, Leeds LS1 2PX. (Tel: (0532) 450212).



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
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GROUP ACCOUNTANT

International growth company West Midlands
c.£30,000 + bonus, car and share options

This high profile public group has built an outstanding reputation through the selective acquisition of a diverse range of low risk technology companies with unrealised potential.

The injection of capital, incisive business management and tight financial disciplines has turned and revitalised these businesses, placing them on a path of sustained growth.

In this stimulating environment the Group Accountant is a key member of the central team and will direct the consolidation of accounts, budgets, forecasts and cash flows of all the operating subsidiaries within tight deadlines.

In addition there will be responsibilities well beyond the accounting role in running an infinite variety of entrepreneurial ad hoc assignments and ensuring the computerised systems at the centre are consistent with the needs of rapid organic and acquisition based expansion.

Applicants aged 30+ should be qualified accountants currently holding a similar position within a comparable organisation or the No.2 role in a large international group. A breadth of commercial appreciation and managerial skill is an essential requirement.

Interested candidates should submit a comprehensive career resumé to R.R. Varley, FCA, quoting Ref: 22116/FT. The confidentiality of all applications is strictly guaranteed.

Varley Walker & Partners,
St. James House, 17 Horsefair, Birmingham B1 1DB
Tel: 021-622 1133 Fax: 021-666 6955



Varley-Walker
Human Resource Consultants

GROUP INTERNAL AUDIT MANAGER

Milton Keynes £25,000 + Executive Car

One of the UK's largest and most successful retail groups, The Gateway Corporation PLC is a diverse organisation comprising three principal operating divisions, Gateway and Wellworth supermarkets within the UK together with Herman's Sporting Goods, the USA's largest sporting goods chain.

It's an exciting environment for the audit professional - and you'll be taking on a role with direct influence on the future of the Internal Audit function within the group. Liaising closely with the Group Finance Director and a permanent Audit Committee, your brief will be to manage and undertake internal audit programmes in all our trading divisions and in the group's head office. In addition you will advise and assist the group Audit Committee in its monitoring of audit activity throughout the group (each division has its own internal audit function which is strongly operationally biased).

audit experience should have equipped you with a thorough understanding of the accounting based audit procedure associated with a high transaction retail environment. Although principally concerned with substantive testing, the function will include computer audits. You will occasionally be asked to perform special projects on behalf of the Board.

Probably in your early thirties, you'll need good management and communication skills as well as highly credible and wide-ranging financial and commercial expertise. You will be required to travel extensively in the UK and visit the USA in order to undertake the audit of the divisions.

An attractive salary and executive car will be complemented by an excellent range of benefits.

Please write with full CV to: Mr. A. S. Perelman,
Group Finance Director, Gateway Corporation PLC, Silbury Court, 418 Silbury Boulevard, Milton Keynes MK9 2NB.

A qualified ACA or ICMA, your substantial

GATEWAY
CORPORATION PLC

Group Treasurer

Up to £40,000 + Benefits
An exciting treasury challenge

During 1989 it is expected that a new Yorkshire Water Services PLC will be established as a result of the Government's privatisation of the water industry. This company will have powers to diversify into other activities, and will enjoy the financial flexibility and opportunities open to other companies in the private sector.

As part of the forward planning for these developments it has been decided to create within the overall Group Finance function a specialist treasury unit and a Group Treasurer is now to be appointed.

The task of the Group Treasurer will be to plan, build, and lead a professional treasury capability which will enable the company to manage its internal and external financial resources in the most flexible and cost-effective manner. The person sought for this key role is likely to be a

graduate with a professional qualification in treasury, accounting or banking, and will have enjoyed several years' experience in managing a treasury department within a major PLC or comparable organisation. Familiarity with the latest techniques available to the corporate treasurer is essential, and experience in a business with large on-going capital expenditures and related financing needs would be particularly relevant. Success in this position will require planning and leadership skills of a high order.

This key appointment, which will be located in Leeds, will command an attractive salary and benefits package, including an element of performance-related remuneration. If you wish to apply for this position please write - in confidence - enclosing a CV to Douglas Austin, ref. B.7107.



MSL International

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32 Aybrook Street, London W1M 3JL
Offices in Europe, the Americas, Australia and Asia Pacific.



Treasury Accountant

Central London
c£28,000 + car + benefits

TI Group, the multi-national specialist engineering group, has recently expanded its global treasury operation. As a result, a new position has been created for a Treasury Accountant in the London head office financial control group.

Reporting directly to the Controller, Accounting and Management the successful candidate will be expected to take on and develop day to day financial accounting, reporting systems and procedures relating to the treasury operation. This will involve providing detailed technical support

In a fast moving environment, providing accounting information relating to foreign exchange contracts, liaising closely with other group head office departments and subsidiaries, and the production of a treasury reporting package for senior management.

Ideally, you will be a qualified accountant in your mid 20's with up to three years post qualification experience. Previous experience in a treasury environment plus experience of the accounting treatment of treasury instruments is desirable.

an alert mind and a willingness to learn are essential. Career opportunities within the TI Group are excellent either within the UK, European or US operations.

Please apply by forwarding a full CV, stating current salary, to Michael Madgwick, quoting reference MCS/1057, at: Executive Selection Division Price Waterhouse Management Consultants No. 1 London Bridge London SE1 9QL



Price Waterhouse



SENIOR FINANCIAL ACCOUNTANT

CITY OF LONDON

CIRCA £28,000 + CAR
FULL BENEFITS PACKAGE

Our client is one of the City's most successful international commodity trading organisations.

Due to recent rapid expansion, they now wish to strengthen their group accounting function by appointing a Senior Financial Accountant who will assume responsibility for a number of key information areas within the overall group. Specific duties will include production of monthly accounts, budgeting, operational standards review and a considerable amount of special project work which would entail some overseas travel.

This is an excellent opportunity for a young qualified accountant aged 25 - 30 years to join a well managed and highly profitable group which can offer superb future career development prospects.

If you are interested please send your CV in the first instance quoting Reference FT121B stating clearly under separate cover any companies to which you do not wish your application forwarded.

LAVERY ROWE ADVERTISING LTD
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ALPS

ACCOUNTANCY & LEGAL PROFESSIONS SELECTION LTD

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Tel: 01-588 3576 Telex No. 887374

A key appointment offering excellent international experience and prospects to become Finance Director of a subsidiary in 3-5 years.



HONG KONG

GROUP TREASURER

£45,000-£55,000 (TAX 15.5%)

MAJOR DIVERSIFIED INTERNATIONAL GROUP - ASSETS EXCEED £1.5 BILLION

For this senior appointment we invite applications from Group Treasurers, aged 35-45, who are professionally qualified (ACA, ACMA, ACT) with at least 5 years experience in the corporate Treasury of major multi-national commercial organisations. Overseas service will be an added advantage. Reporting to the Group Finance Director, the successful candidate will manage the Group Head Office cash resources and central debt, negotiate and co-ordinate borrowing facilities, and supervise the Head Office Accounting function, assisted by a team of ten. Other important aspects of this widely-drawn role will be advising the Board and subsidiaries on all treasury matters, sources of finance and new banking products as well as taking part in strategic planning exercises as a member of various committees. Strong communications skills, commercial judgement and quick reflexes are considered essential qualities for this challenging role in the centre of an expanding and highly-successful group. Initial remuneration, by way of high basic salary and bonus, negotiable \$45,000-£55,000 + contributory pension, provident fund, life assurance, furnished accommodation, free utilities, non-contributory family medical cover, generous travel allowances, children's education and travel allowances. Applications in strict confidence under reference GT179/FT to the Managing Director.

ACCOUNTANCY & LEGAL PROFESSIONS SELECTION LIMITED, 3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PJ.
TELEPHONE 01-588 3588 or 01-588 3576. TELEX: 887374. FAX: 01-256 8501.

Finance Director Leisure Resorts

Surrey/Sussex border

c.£35,000 + car & benefits

This substantial £20m turnover subsidiary of a major building and property PLC is involved in the management of several quality leisure resorts sited at prestige locations in UK and Europe. Future strategy for growth acknowledges the importance of strong financial control and support.

As Finance Director, you will contribute significantly to the management and development of the company. You will manage the financial and management accounting, cash control and internal audit activities with the key objective of improving management information and control systems. You will be a qualified accountant, aged at least 30, with a record of success in finance and accountancy in a substantial service

business. Experience in the Holiday, Leisure or Travel industries would be a distinct advantage. Managerial ability, commitment, a flexible approach and willingness to undertake extensive travel in the UK and abroad will be key attributes.

The excellent remuneration package includes a performance-related bonus, share options and a quality company car.

Please send full personal and career details in confidence to Stephen Bailey, quoting reference 5192/FT on envelope and letter.

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Management Consultancy Division
PO. Box 198, Hillgate House, 28 Old Bailey, London EC4M 7PL

APPOINTMENTS

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Management Accounting Manager

To £30,000 + car + benefits
Surrey/Sussex Border

This £175m Division of a major UK consumer product group has established an enviable reputation as market leader by effectively combining marketing and financial management skills to exploit and reinforce the strength of its brand portfolio. An organisation developed and shaped by the quality and dedication of its people offers its management excellent opportunities for advancement.

Involvement is key to the manager's role where, as a member of the market sectors management team, a positive contribution will be expected in driving forward financial performance and the achievement of business strategies. The scope of the position embraces a considerable commercial element in addition to orthodox financial management. Reporting to the Divisional Financial Controller, direct functional responsibilities include the provision of an effective management accounting service to the business units, a pro-active financial analysis role and active support in the preparation of plans, budgets and forecasts.

Applicants should be qualified accountants, preferably with several years' experience in a consumer product industry, with a positive attitude to the financial management needs of a fast moving and successful business. Good interpersonal and staff management skills are essential. Age guideline 27-35. Relocation assistance is available where appropriate.

Please reply in confidence quoting reference E153 to:

Adrian B. Edgell
Mason & Nurse Associates
55 Station Road, Egham
Surrey TW20 0LD. Tel: 0784 71255
Offices in London, Birmingham and Egham.

**Mason
& Nurse**
Selection & Search

Company Accountant Key Member of the Management Team

North London
up to £26,000 plus car

London Tobacco is a manufacturer and distributor of filter cigarettes with a UK base and substantial export business, employing around 150 people at two sites in North London, both within easy access of the M25.

Arising from the emigration of the previous incumbent, the company is seeking a suitably qualified individual, preferably though not necessarily ACMA, to take on the role of Company Accountant. Reporting directly to the Managing Director, your prime role will be the interpretation and development of accounting and management information for use

by the Board and management team. With thorough experience of budgetary control and standard costing, possibly gained in a process industry, you should also have significant exposure to the development and enhancement of computer applications in all aspects of financial and management accounting.

To fit into this close-knit, friendly and stimulating environment, you need to be an imaginative self-starter, with a positive approach to business and used to talking about solutions rather than problems. Highly committed, your commercial

awareness should be immediately apparent, as well as your ability to relate easily to staff and colleagues of varying ages and levels.

If you believe you can play the central role that our client is looking for, and are keen to join an experienced, knowledgeable and energetic management team, then write to Hamish Davidson quoting reference MCS/4010 enclosing a full CV and salary details. Executive Selection Division Price Waterhouse Management Consultants No. 1 London Bridge London SE1 9QL



Price Waterhouse



SYSTEMS ACCOUNTANTS Development and Support

Central London

£24-30,000 + benefits

One of the UK's most dynamic and influential financial services groups, our client is investing heavily in the very best management information, financial control and administration systems. This commitment provides outstanding opportunities at all levels for systems accountants in the group's central services function.

Financial Systems Development.

To join a multi-disciplined team and provide accounting input to key projects at all stages from definition of user requirements through to successful implementation. Applicants must be qualified accountants with proven systems development or computer audit experience.

Systems Liaison Manager.

To be responsible for providing a high quality support service to users of the general ledger and management accounting systems throughout the group and for controlling the day to day running of these systems. Applicants should preferably have experience of McCormack & Dodge's GLM software. However, those with experience of other packages will also be considered.

Strong analytical and communication skills and the initiative and drive to identify systems requirements and produce cost effective solutions are essential requirements for these positions. Future prospects are extensive, salaries are negotiable and generous benefits include a non-contributory pension and low cost mortgage.

Please write with full career details to David Tod BSc FCA quoting reference D/793/NF.

LLOYD MANAGEMENT Selection Consultants 125 High Holborn London WC1V 6QA 01-405 3499

LLOYD MANAGEMENT

Take a look at our Profiles

JUDITH PLUMMER, 26 - qualified with the firm as a Chartered Accountant and joined the consulting practice in 1985 as a trainee. Now a Consultant based in London, her assignments have taken her to Ethiopia, Ghana and Lesotho, as well as working in the UK.

TREVOR HINKINS, 34 - joined us as a Consultant in 1987 and has already been promoted. A qualified Management Accountant, Trevor had extensive experience of the Transport sector and has applied his expertise with us in the UK and overseas on assignments relating to railways, shipping, water, civil aviation and power.

ROY ADAIR, 39 - a qualified Public Finance Accountant who spent 14 years in Local Government and Water before joining us in 1986 as a Senior Consultant. He is now an Associate Director, playing a key role in shaping our initiative in Europe. Roy has applied his systems, marketing and business planning skills to our specialist fields in the UK and internationally.

TO £40K PLUS CAR AND OTHER BENEFITS

Our consultants enjoy a challenging and varied career on an international scale, working with senior management in both the public and private sectors. In particular, privatisation has raised interest in our specialist services both in the UK and overseas.

Coopers & Lybrand, one of the UK's leading firms of Management Consultants and Accountants, offers accountants with experience in the Energy, Water or Transport sectors the opportunity to raise their profile using a comprehensive range of financial management skills.

If you are a qualified accountant, aged 25-35, with an outstanding track record in these sectors, please send your cv, including a day time telephone number, quoting ref F50/14 to Chris Timbrell, Coopers & Lybrand Associates Limited, Plumtree Court, London EC4A 4HT.

Raise your own Profile in Consultancy



Coopers
& Lybrand

Internal Audit Manager

London W1

to £25,000 + car

Our clients are a £400m turnover service-based company with international interests and are themselves part of a major British group. This is a new appointment created to strengthen the internal audit function which was set up early in 1988 under the Chief Auditor. Managing a small experienced team, the person appointed will be involved in investigating and improving systems of control to protect the company's assets and enhance operational efficiency. Opportunities will also arise to review potential acquisitions. Systems are largely computer-based and specialist computer audit support is available from the Group. The role will involve significant amounts of travel in the UK, Europe and the U.S.A. There are excellent opportunities for career development into operational areas. Applicants must be qualified accountants, either Chartered or with audit experience, and with good communication skills. Age is not a factor. Ref: I680/FT. Send c.v. (with current salary and daytime telephone number) or write or phone for an application form to R.A. Phillips ACIS, FCIL, 2-5 Old Bond Street, London W1X 3TB. Tel: 01-493 0156 (24 hours).

Phillips & Carpenter
Selection Consultants

MERGERS & ACQUISITIONS Expanding Services Industry

To £28,000 + Car + Benefits

Berkshire

A high profile organisation with a dominating presence in its key business areas, this company enjoys a highly successful European brand image. Committed to growth by acquisition as well as organically in both core and related markets they now seek a good honours graduate ACA with 2 years mergers and acquisitions experience in either a professional firm or a financial institution.

Reporting to the Financial Controller as part of the Strategic Planning Department, your brief will be to search for suitable targets as well as analysing direct approaches. You will be making full use of your professional skills in detailed research, prospect assessment, handling of the acquisition process and contribute to post acquisition policy.

The company offers a substantial remuneration package and exceptional career prospects. To find out more about this unique opportunity write to or telephone Richard Small at the address below or telephone him during the evenings on (023065) 286.

Ian Whitemoss Associates Ltd.
Regent House, 235-241 Regent Street, London W1R 8JU.
01-439 4911

Finance Manager

ACQUISITIONS, PLANNING AND DEVELOPMENT
WEST LONDON, TO £35,000 + CAR

This new position is at the centre of a highly successful and fast expanding construction and property development group. Turnover is likely to exceed \$100m this year. The Group's strategy of growth by acquisitions and joint ventures are key development steps, thus promising an invigorating and challenging time for the person appointed.

Reporting to the Group Finance Director, a major task will be to assist him with the identification, appraisal and subsequent integration of suitable companies into the Group. You will also be responsible for the financial control of the industrial and commercial

property development businesses, group planning and assisting in funding activities. The position has a high profile and as such you will quickly need to establish personal credibility with the senior management team. Prospects for significant promotion are excellent.

You will be a qualified accountant probably aged early 30s, and ideally with some acquisition or investigation and property development experience. This should have been gained either from within a similar group or alternatively you could be a 'high flyer' in the profession seeking a fast track entry into industry.

Résumés, including daytime telephone number and current salary, in confidence to Chris Howarth, ref: CH504, Coopers & Lybrand Executive Resourcing Limited, Shelley House, 3 Noble Street, London EC2N 7DQ.

Executive Resourcing **Coopers & Lybrand**

Head of Swaps Accounting

From £35,000 + car + banking benefits
City

A leading European commercial bank has developed from its London subsidiary a significant presence in international financial activities through its commitment to the market and the skill of its dealers and support staff.

With a rapidly growing swaps book, the London company now requires an individual to take the lead role in the swaps accounting function, reporting to the Financial Controller. The job encompasses the following areas: accounting and control, risk and viability assessment for each

deal, reporting for statutory and management purposes, and contribution to systems development.

A qualified accountant, preferably Chartered, with at least one year's sophisticated swaps accounting experience, you will probably already be second-in-command of a swaps accounting team in a major bank or securities house. Familiarity with PCs will be necessary as well as a good knowledge of products used to hedge a swaps portfolio.

This is an excellent opportunity for an enthusiast with product knowledge

to develop existing managerial and systems skills in a growing department. We will be discussing applications with our client, so please list in a covering letter any organisations with whom your details should not be discussed. Please feel free to call Miles Holford on 01-378 7200 extension 5193, or write to him quoting MCS/7009 at Executive Selection Division Price Waterhouse Management Consultants No. 1 London Bridge London SE1 9QL.

Price Waterhouse



GROUP FINANCIAL CONTROLLER

West of London
c. £35,000 + car

This successful private company has a number of diverse interests ranging from architectural design and planning through to property development, construction and civil engineering. Its record of profitable growth has been matched by considerable investment in recent years following acquisitions and refurbishments in locations throughout the UK.

Reporting to the Group Managing Director, you will have overall control of all financial matters and assist in identifying, co-ordinating and controlling business activities and strategies necessary to achieve increased profitability and further expansion.

You will be responsible for the preparation of business plans, budgets and forecasts, continually monitoring

progress, requiring an understanding of the business, and the ability to liaise effectively with senior management of all disciplines.

A highly motivated, qualified accountant, aged 32-45, you should be an independent thinker with strong communication skills and the ability to achieve results. You will have had significant experience of managing and motivating a young, but enthusiastic, finance department, and of developing, implementing and improving computerised accounting systems.

Critical characteristics will include a practical, hands-on approach, a positive, encouraging management style and the desire to enjoy your work thoroughly.

Please send full cv, indicating current salary, to Fiona McMillan, Ref: 2893/FM/FT, PA Consulting Group, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

PA Consulting Group

Creating Business Advantage

MANAGEMENT ACCOUNTANCY STRATEGISTS

DRIVE THE BUSINESS OF CHANGE

First, a Senior Management Accountant with at least five years' post-qualification and man-management experience. An integral member of the company's executive, you will oversee and develop our head office function to meet on-going business needs with particular regard to regionalisation. This position commands a salary of up to £30k + car.

Vital support will be provided by a capable Management Accountant of three years' standing, who will produce cost centre reports and regional summaries in addition to the usual management accountancy requirements. Responsibilities which merit a salary of up to £25k.

In addition, a specialist or Senior Management Accountant level is needed to head up the secretariat in charge of capital expenditure appraisal and control. Detailed knowledge based on three years' post-qualification experience or an MBA will enable you to establish effective project audits and performance evaluation procedures. A salary of up to £30k will be complemented by a car.

Whatever your level, excellent communication skills and professional knowledge - including a firm grasp of complex computerised systems and spreadsheet programming techniques - go without saying, as does the ability to remain efficient under pressure.

ACCA, ICMA, ACA (or MBA for the capital expenditure position) with shrewd business acumen, strong motivation and personal presence, you will recognise the potential afforded by these high-calibre roles.

For further details on a stimulating future, contact Robert Johnston, Personnel Controller, Mercury Communications Limited, 90 Long Acree, London WC2E 9NR. Tel: 01-528 2142.



FINANCIAL DIRECTOR

"Business Role: Consumer Products"

Having been recently acquired by a household name publishing Group, this £20 million turnover home entertainment products company is well-placed to begin its planned expansion programme. With the existing management structure unaltered, and with the resources of the parent Group now available, future prospects are excellent. The company seeks to extend its existing foothold in the video products market in order to become a sector market leader, whilst strengthening further its reputation in the audio and publishing fields. The appointment of a Finance Director is a key step in this process.

Supervising a department of approximately 20, with the assistance of a qualified Chief Accountant, there will be responsibility for financial and management accounts, cash flow management and systems development. In addition, the Financial Director will become involved in acquisitions strategy and planning, and will report to the Chief Executive.

Candidates (aged 27-33) should be qualified Accountants with experience in some of the above areas. The ability and commitment to contribute actively to the senior management team are essential. In addition to a generous base salary and executive car, the benefits package is extensive and includes private health care, bonus and pension scheme.

Please apply directly to Richard Carter at Robert Half, Freeport, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone: 01-836 3545, evenings 0344 885911. Alternatively fax your details on 01-836 4942.

Financial Recruitment Specialists
London • Birmingham • Windsor • Manchester

Director of Audit Financial Services

Windsor

c £40,000 + Mortgage + Car

Our client is a fast growing consumer bank providing a comprehensive range of personal and commercial financial services. Part of a major US corporation, the group aims to be one of the top three financial retailers in the UK. It also has substantial European manufacturing interests.

This Senior Management role is crucial for the development of overall audit programmes and procedures to help maximise the value added by various functions. As Director of Audit, you will report directly to the US parent company and indirectly to the Chief Executives of the UK subsidiaries.

Candidates will be qualified accountants probably aged 28-35. Having developed good communication and management skills you will be computer literate, and enjoy

working as a member of a highly skilled management team. Ideally, you will either have held a senior audit role in a high volume financial processing environment or a management position in a professional firm with financial institutions among your clients.

Interested applicants should write enclosing a comprehensive Curriculum Vitae and daytime telephone number, quoting Ref: 287, to Phillip Rice, MA, ACMA, Whitehead Rice, 295 Regent Street, London W1R 8JH. Tel: 01-637 8736.

Whitehead Rice

MANAGEMENT SELECTION

Financial Director

Devon/Cornwall border
up to £36,000 package + Car

Our client, a very successful and profitable subsidiary of a large British public group, manufactures branded domestic products to high quality standards and sells through the major national and regional retail chains, in addition to local independents.

The Company the leader in its field, enjoys considerable operational independence and its management anticipate and welcome the challenge posed by predictions of future growth and change in the retail arena.

Growth over the last two years of 20% compound will continue; turnover is c.£12 million and there are 200 employees.

The Financial Director will report to the Managing Director and should:

- be a qualified accountant, aged probably 30-40
- have considerable experience of commercial and financial control disciplines gained in a lively, high volume, manufacturing business eg FMCG, brown or white goods or possibly automotive components
- currently hold a senior financial responsibility i.e. director, controller or chief accountant in a sizeable business
- have experience of operating and developing systems using main-frame and micro-computers
- be an effective manager; commercially orientated; maybe having some experience of acquisitions

Future prospects are excellent; these need not be limited to the finance function.

The usual large group pension and security benefits apply; removal costs will be met. Please write with CV to Mike Flanagan, quoting reference: 19504.

MSL International (UK) Limited, Broad Quay House, Broad Quay, Bristol BS1 4DJ. Offices in Europe, the Americas, Australasia and Asia Pacific.

MSL International

COMPANY SECRETARY

OPTICAL AND MEDICAL
INTERNATIONAL PLC

N.W. London c.£30,000 + car

This is a rapidly expanding group involved in electronics and electro-optics manufacturing, technical consulting services and medical products distribution.

The Company has doubled in size in the last 3 years. Turnover now exceeds £50m. p.a. It is intended that this rate of expansion should continue through acquisition and organic growth.

The role encompasses all the usual responsibilities associated with being the Secretary for a publicly quoted group, including insurance, pensions and property matters.

The successful candidate will join a small head office team based in North West London and will report to the group managing director.

Benefits include BUPA, life assurance and pension.

Applicants should have a suitable professional qualification and at least 5 years company secretarial experience. Preferred age range is 30 to 40.

Career résumés, including daytime telephone number, should be sent in confidence to:

David Stirling,
Group Financial Controller,
Sutherland House,
70-78 West Hendon Broadway,
London. NW9 7BT

GROUP MANAGEMENT ACCOUNTANT

LEISURE GROUP - OXFORD
BASED

Applications are invited for this new position in one of the country's leading leisure, and entertainment group of companies, currently an unquoted plc, and embarking on an aggressive expansion programme.

Reporting directly to the Financial Director, the successful applicant will be expected to provide the usual management analyses, planning, and statistical support to operational management and to co-ordinate and consolidate the existing financial reporting. Working with an existing team of accountants, he/she will also play a leading part in developing the computerised management information systems to take the group into the next phase of its expansion.

The successful applicant will be based in Oxfordshire where he or she will enjoy an excellent salary, BUPA, incentive bonus and a car and will have the opportunity of becoming part of a small management team developing the group into the 1990's.

Applicants should be qualified accountants in the 25-40 age range and have a dynamic personality and the maturity commensurate with the position.

Interested applicants should write in the first instance to the Financial Director, PO Box 16, Oxford, with full details of previous posts and salary.

Deputy Financial Controller

C. London c. £26,000 + Quality Car

This is an ideal opportunity to step up to genuine managerial responsibility within a dynamic, fast-growing international group with a £150 million turnover and a reputation as a leader in the global high-tech marketplace.

Much depends on your ability to manage and develop people within a large, energetic department. Working alongside the UK Financial Controller, but also very much on your own initiative, you'll be taking both a broad overview and a close interest in specific matters.

To meet this challenge within a UK listed group, you must be a qualified accountant, aged at least 28 years. Your track record should include good all-round experience of financial and management accounting combined with knowledge of computerised systems.

Write, enclosing full c.v. and daytime telephone number, to Patrick Donnelly, quoting Ref: FT/035.



P.D. Consultants

MANAGEMENT SELECTION

314/316 Vauxhall Bridge Road, London SW1V 1AA. Tel: 01-828 2275

LEASE AND FINANCE SERVICES

BUILD YOUR SUCCESS ON OUR SUCCESS

Chief Accountant in Reading

Are you an experienced accountant with a desire to expand your horizons? If so, you could be the right person to contribute to the development of a growing business. Lease and Finance Services is a rapidly-expanding financial services company, with a new head office in Reading and a branch office in central London. As part of our expansion programme, we wish to recruit a chief accountant to join our management team at the Reading office. This is not a position for a beginner. You will need to be qualified - chartered or certified - and you will probably have about four years' experience. Knowledge of leasing and financial services would also be a positive asset. Experience of managing staff would also be useful, as the successful applicant will effectively be responsible for the day-to-day management of the Reading head office. Salary is negotiable, and the importance of the position will be reflected in the benefits package, which will include pension scheme, and BUPA cover. Initially, please write with details of your career to date to: Mr. S. M. O'Connor, Glenstar Management Ltd., P. O. Box 407, Ascot, Berkshire, SL5 8LD.

Company Secretary

Cambs to £30,000 + Car

Our client is an extremely successful and highly acquisitive plc within the communications sector. Having achieved the reputation of being one of the fastest growth companies within the UK, it is regarded as a major force within its competitive sector.

This is an ideal opportunity for a capable, ambitious individual who must be able to demonstrate a strong desire to be part of a highly motivated and professional management team. The position will suit candidates with a financial or legal background, preferably within industry or commerce, aged late 20's/early 30's. Tasks will encompass all aspects of the company secretarial function associated with a dynamic and progressive plc in addition to continual involvement in ad-hoc assignments

and exposure to senior management. This is an excellent opportunity to join a lively group and relocation assistance will be provided where appropriate.

Please telephone or write enclosing full curriculum vitae quoting ref: 301 to: Philip Cartwright FCMA, 97 Jermyn Street, London SW1Y 6JE. Tel: 01-839 4572 Fax: 01-825 2336

Cartwright Hopkins

FINANCIAL SELECTION AND SEARCH

FINANCIAL CONTROLLER

Advanced manufacturing environment

Age 27-35 £25,000 package + car and benefits

North Manchester

This is a broadly-based, high-profile position with a well-known company that has a £30m t/o and operates from 3 locations. It has a highly-regarded range of quality products with a particularly strong export sales record. Within this fast-moving environment, a Financial Controller is now required to join the successful, young management team.

Working closely with your Finance Director, you will play a vital part in assisting with the development of financial disciplines. A major objective is to implement an advanced, integrated system to provide sophisticated controls in the areas of costing, stock recording and financial accounting; you will manage a multi-discipline project team in this exercise and liaise with external advisors. Concurrently, you will bring new ideas into other critical activities such as performance analysis and reporting, cash management, budgeting and strategic planning; you will be supported by a small, strong accounting team and will be heavily involved in commercial issues. Ideally, you will be a qualified accountant with a sound manufacturing background and an up-to-date awareness of systems. A positive, open personality will fit in well with this friendly but well-motivated working environment. And in the longer term there will be excellent prospects within the substantial Group of which this company is a member.

Please apply to Dudley Harrop or Julie Maslin at our Manchester office, quoting reference M978.



Amethyst House, Spring Gardens, Manchester M2 1EA. Tel: 061-834 0618 Fax: 061-832 9123. Also at: Liverpool and Leeds.

ASB RECRUITMENT LTD A Division of ASB Barnett Rinnings Plc

FINANCIAL CONTROLLER

Around £25,000 + Car Manchester

The Ian Skelly Group is Britain's biggest Volkswagen/Audi dealer with two massive retail centres in the Glasgow area, a major centre in Liverpool and a planned expansion into Manchester where the Group's biggest dealership will open in late Spring. This innovative new outlet is being built on an 8 acre site and will be the largest single VW/Audi Retail complex in Europe, incorporating design facets hitherto unknown in automotive retailing. The Group growth has been achieved by unrivalled professionalism, creative marketing and unwavering dedication to customer satisfaction. This unique development requires a Financial Controller to establish and direct the financial function within the dealership. Reporting to the dealership General Manager and functionally to the Group Financial Director, you will utilise a fully integrated computer system to provide essential management information and monthly management accounts. In short, you will make a significant contribution to the modernisation of return on the company's investment in Manchester which is projected to generate turnover in the region of £30m. You are a fully qualified Chartered Accountant having trained in a large professional company. You will have at least five years' post-qualifying experience in a commercial environment which has tested your man-management skills. You will control a staff of 20. Ideally aged between 28-35, your enthusiasm and ambition, coupled with hard work and professionalism, will equip you well for this challenge in a truly dynamic environment. In return we offer excellent conditions of employment which include an attractive salary, company car, non-contributory pension scheme and relocation to a high amenity area. To apply please write with full c.v. to: Mr W. Mitchell, M.A., D.P.M., Group Personnel Manager, Ian Skelly Holdings Ltd., 29 Dalmarock Road, Rathglen, Glasgow G73 1AE. Professional Value Professionalism



Profitable and Rapidly Expanding Service Company

FINANCE DIRECTOR — GENERAL MANAGEMENT POTENTIAL

West London Package c. \$34-38,000 plus car etc

A privately owned group of companies, in a growth sales position is experiencing rapid change and expansion.

Servicing both the retail/leisure sector and manufacturing areas within industry, turnover is in excess of \$5m.

Continual growth and development have broadened the duties of the Finance Director to include not only the upgrading of the Finance team but also:

- * Board level input into strategic issues facing the company.
- * Specification and implementation of company wide systems.

- * Full involvement in more general business matters.
- Ideally, you will be a qualified Accountant with:
 - * An interest in small businesses.
 - * Broad systems experience and understanding.
 - * Good general management capabilities.
 - * High level inter-personal skills, with an easy ability to develop good working relationships at all levels.

If you are interested in discussing this position please telephone Karen Wilson BA ACMA on 01-491 3451 (0895 633429 evenings or weekends) or write to her at FMS, 14 Cork Street, London W1X 1PF enclosing a recent CV and a note of your current salary.

FMS

Search and Selection Specialists for Financial Management

Group Finance Manager

Kuwait £40K+

A leading Private Group of trading and manufacturing companies handling a wide range of consumer goods including well known international brands, is seeking an experienced well qualified financial executive to head up the Finance & Administration functions. The person appointed will have the challenging project to set up a legal and financial structure to form a Corporate Holding Company for the subsidiary companies together with strong centralised corporate finance and treasury functions.

The position will report to the Board and will require a person having wide experience and understanding of company administration financial reporting systems, treasury

functions and financial analysis and planning. The ideal candidate should have a recognised accounting qualification plus preferably a business degree or D.M.S. qualification.

The position carries an attractive range of benefits including bonus scheme, family furnished housing, company car and medical facilities. There are currently no taxes on salary. Commencing salary is negotiable based on experience and qualification.

Interested candidates should contact Warwick Holland on London (01) 831 0431 or write, enclosing a full CV to: Michael Page International, 39-41 Parker Street, London WC2B 5LL.



Michael Page International
International Recruitment Consultants
London Amsterdam Brussels Paris Lyon Sydney

FINANCIAL DIRECTOR (DESIGNATE)

SOUTH ESSEX - £30,000

Our client is a fast expanding company in the food wholesaling business and has built up a considerable reputation in the trade.

A first class opportunity has now arisen for a qualified accountant to head up the finance and administration. Reporting to the managing director the applicant is required to develop management systems, negotiate with bankers together with performance reviews.

Candidates should be between 32-45 and will need to demonstrate commercial awareness to enable them to be able to contribute at Board level. Knowledge of import procedures and foreign currency transactions desirable.

The remuneration package will include negotiable salary and executive car.

Interested applicants should send a comprehensive career C.V. to D J Barwick, FCA, D J Barwick & Co., Chartered Accountants, 609 Romford Road, Manor Park, London E12 5AD.

Financial Controller

Expanding private freight forwarding company is recruiting a Financial Controller.

In addition to normal financial control and advisory functions the applicant will implement installation of new upgraded computer system.

Salary: Circa £23,000, car and usual benefits. Location: Heathrow Airport area.

Applications to: D.D. Salmon, Dee Salmon (Services) Ltd, Chiltern Lodge, Old Hill Wood, Studham, Dunstable, Beds LU6 2NE.

FINANCE MANAGER

A key role in our growing business

Cardiff c.£30,000

Wiggins Teape Carbonless Papers, with a turnover in excess of £300m p.a., is part of the Wiggins Teape Group, a highly successful subsidiary of B.A.T Industries and is a leading European Manufacturer and distributor of speciality papers for business use.

We are now seeking an energetic and professional Finance Manager to be based at the UK manufacturing headquarters in Cardiff. You will be responsible for the direction and development of the financial services of our UK manufacturing operations, spanning four different sites, with their own finance teams, and accounting for half of the company's turnover. As a member of the management team you will make a significant contribution to the planning and achievement of business objectives, ensuring that decisions are taken on the basis of sound financial information, and that the operations are supported by the required accounting systems and controls.

The Company has recently initiated an extensive programme of systems development, including a number of state-of-the-art financial packages; you will play a key role in ensuring the satisfactory implementation of these. Ideally aged 35-45 you will be professionally qualified with well developed management skills and a proven record of effective contribution to the financial management of complex manufacturing operations. A working knowledge of French would be an advantage as some involvement with European operations may be necessary.

A salary of around £30,000 will be offered and a wide range of benefits that include a company car and generous assistance with relocation where appropriate.

Please reply in writing enclosing a full cv to R J Kendal at the address below:

Wiggins Teape Carbonless Papers Ltd

PO Box 88, Gateway House, Basingstoke, Hampshire RG21 2EE Tel: (0256) 842020



DIRECTOR OF FINANCE

Bristol Up to £25K plus benefits

Our client is a small private electronics company involved in research and development, manufacturing, servicing and distribution in both the UK and overseas. Their track record is one of success, with plans for continued expansion and growth.

Working closely with the Managing Director, you will be a key member of the senior management team with direct involvement in strategic plans to develop existing computer facilities to provide integrated MRP and accounting systems. Apportioning overhead and technical costs to MOD requirements is also required.

A qualified graduate accountant with experience at management level (possibly in a manufacturing environment) along with a high level of computer literacy is needed for this challenging role. An attractive benefits package includes car, BUPA and non-contributory pension scheme - relocation assistance negotiable.

Please reply in confidence with a detailed CV quoting reference 177 to Barbara Wood.



Peat Marwick McLintock

Executive Selection and Search
15 Pembroke Road, Bristol BS8 3BG

Financial Director

South East

£32,000 + Bonus + Car

Our client is a £27m turnover manufacturing and distribution subsidiary within an international group. The company is going through a period of significant change and seeks to strengthen the finance team. The Financial Director will have total responsibility for the finance function with particular emphasis on tight financial controls and the improvement of management information reporting systems. Furthermore, as a key member of the executive team, the Financial Director will be involved in the running of the division and ensuring that future plans are implemented as well as developing liaison with the overseas operations. Candidates should be qualified accountants, age indicator 33-40, with

"hands" on experience of manufacturing and costing systems preferably achieved within an engineering environment. It is essential that candidates have the personal qualities to succeed. Relocation assistance will be provided where appropriate. Please telephone or write enclosing full curriculum vitae quoting ref 304 to:

Nigel Hopkins FCA,
97 Jermyn Street,
London SW1Y 6JE
Tel: 01-839 4572
Fax: 01-925 2336

**Cartwright
Hopkins**

FINANCIAL SELECTION AND SEARCH

Financial Planning Officer

Salary on a range from £17,750pa to £21,500pa inclusive of London Weighting, Superannuation and Accountancy Allowance. Commencing salary dependent upon experience and qualifications.

A vacancy exists within the Sports Council for a newly qualified accountant/analyst to head up the Financial Planning Unit at the Head Office opposite Euston station. The successful applicant will be responsible for the management of all staff within this growing unit which handles a very varied number of sports-related projects including the construction of national facilities, business projections for local management teams and organisation of events. In addition, the unit is responsible for producing and monitoring short-range and long-range financial projections for the Sports Council which has an annual budget of approximately £50 million. The ability to construct and operate spreadsheets is required and financial planning experience, including risk analysis would be an advantage. Above all the generation of new ideas and practices is expected from a dynamic and innovative applicant. For further details and an application form please send a POSTCARD to Patrick Haugh (quoting ref: 828W/PPG), Personnel Unit, The Sports Council, 16 Upper Woburn Place, London WC1H 0GP. Closing date: 27th January 1989.

AN EQUAL OPPORTUNITIES EMPLOYER



Financial Controller

S.W. London

£30,000 + Bonus + S. Options + Car

This young and dynamic furniture importing and distribution company, expected to £7m, seeks a Financial Controller to support the Managing Director in the next phase of expansion plans. The role has total responsibility for the finance function and candidates should bring a commercial approach to achieving further growth of the business coupled with a shirt sleeve style. Candidates should be qualified accountants, age indicator 28-35, with proven computer systems experience, high level of commitment and a strong personality.

The company has exciting strategic plans including a future USM flotation. The attractive package includes future share options and board appointment. Please telephone or write enclosing full curriculum vitae quoting ref 302 to:

Nigel Hopkins FCA,
97 Jermyn Street,
London SW1Y 6JE
Tel: 01-839 4572
Fax: 01-925 2336

**Cartwright
Hopkins**

FINANCIAL SELECTION AND SEARCH

HunterPrint

GROUP FINANCIAL CONTROLLER

Northants £25,000 (Neg)+Car+Bonus

HunterPrint Group plc is a highly respected market leader in the printing industry with a reputation for quality and innovation. The Group incorporates a number of companies and operates from several locations, the Head Office being at Corby, Northants. Reporting to the Group Finance Director and heading up a team of fourteen staff, this wide ranging position is responsible for ensuring the smooth and efficient running of the Group Finance Department, and for advice and guidance as required to subsidiary companies. In addition to the timely provision of monthly financial and management accounts, the Financial Controller is responsible for Group budgets, cash flow forecasts and Treasury activities. Continuing development of the computerised accounting systems will also be a major part of the role.

Applicants must be qualified Accountants, aged 30-40 years, with large company experience, sound commercial awareness and a good knowledge of computerised accounting systems. Energy, enthusiasm and vision are essential for success, as is the personality and approach to quickly gain credibility and respect at all levels.

This is an outstanding opportunity to join a very progressive organisation and to contribute directly to its continuing growth and success.

A salary of £25,000pa is offered - negotiable for the right candidate - plus a company car and a comprehensive benefits package that includes bonus and share options.

Please apply in writing, giving full career and salary details, quoting reference LJ/14/89 to Morag Lloyd.

FINANCIAL SYSTEMS CONTROL

Europe, Middle East and African Region



£25,000
+ Car + Bonus
Brighton



Innovation, creativity and a commitment to quality ensures that American Express maintains its pre-eminent position in the field of financial and travel services. Through its four principal operating units the company offers a diverse and comprehensive product range.

Travel Related Services marks the foundation of the modern American Express company and markets some of the world's most distinguished brand names.

An excellent opportunity exists within this division for an individual to make a positive contribution to the company's future. As Applications Development Control Manager, leading a small team, you will play a significant part within the development of all new business systems (both PC and Mainframe). This broad role involves participating in the design, testing and implementation of computerised management information systems. You will also provide an advisory service to regional finance departments.

Candidates should be qualified Accountants, aged 25-35, with experience of financial systems review and development. Good analytical and communication skills are essential as is a flexible approach to successfully managing change.

The company offers an excellent benefits package which includes a mortgage subsidy and non-contributory pension scheme. Long term career opportunities exist within the Group.

Please apply directly to Penny Riddett at Robert Half, Freeport, Walter House, Bedford Street, 418 The Strand, London WC2R 0BR. Telephone: 01-836 3545, evenings: 01-853 4009. Alternatively, fax your details on 01-836 4942.

Financial Recruitment Specialists
London · Birmingham · Windsor · Manchester



Peat Marwick McLintock

Executive Selection

Arlen House, Salisbury Road, Leicester LE1 7QS. Telephone (0533) 471122.

Personal Tax Co-ordinator

International Company

Central London

up to £28,000 + Benefits

Our client is a broadly based international company with operations in more than 100 overseas locations. Its strong financial position is a result of consistent growth and profitability, extending over fifty years.

The Personal Tax Co-ordinator will report directly to the European Tax Manager and be responsible for advising on personal tax issues throughout Europe.

The company operates a tax equalisation scheme for its expatriates working in Europe and the duties of the Tax Co-ordinator will include investigating plans for legally reducing personal taxes paid by the company and monitoring and participating in personal tax audits.

A young and motivated tax professional is required for this newly created position. He/she should have

a logical and analytical approach, good communication skills and should possess a formal professional qualification.

At least 3 years' experience in personal tax (including taxation of expatriates and double taxation treaties) gained in a professional practice or multinational organisation would be an advantage.

A competitive salary is offered together with a comprehensive benefits package.

For further information contact Graham King on 01-831 2000 (evenings/weekends 01-785 6545) or write to him at the Taxation Division,

Michael Page Finance, 39-41 Parker Street, London WC2B 5LH.

MP
Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Workwide

FINANCIAL CONTROL

key management accounting & planning role

Central London

£35,000 + car + mortgage

Our client is one of the most influential financial services groups. Following substantial growth arising from reorganisations, acquisitions and development of new businesses, this role has been created to strengthen the management team of a vital central service division supporting the group's very substantial and diverse activities.

Responsible for developing a proactive team, emphasis will be on improving financial planning and reporting procedures and enhancing financial awareness. This commercial role will involve advising on the financial implications of strategic plans and assisting with the overall control of a multi million pound budget.

Applicants should be qualified accountants, ideally aged early 30s, with strong interpersonal skills and proven management accounting and analytical experience. Future prospects within this dynamic group are extensive.

Salary is negotiable and benefits include a non-contributory pension, car and subsidised mortgage.

Please write with full career details to David Tod BSc FCA quoting reference D/798/JF

LLOYD MANAGEMENT Selection Consultants 125 High Holborn London WC1V 6QA 01-405 3499

LLOYD MANAGEMENT



Aerospace Engineering p.l.c.

Financial Director

Cardiff £20,000 + Car + Substantial Bonus + Bens.

The Client

Aerospace Engineering plc is a rapidly expanding group of companies within the engineering sector. With a current turnover in excess of £30m p.a., they have an impressive profit growth record to date and are now seeking to recruit a Financial Director for a recently acquired autonomous subsidiary.

The Position

Reporting directly to the MD and forming part of the Senior Management Team the successful applicant will be responsible for Strategic Planning, Profit Performance, Systems Development as well as the day to day running of the Accounts Department.

The Person

Candidates (age will not be a barrier) will be qualified Accountants who can demonstrate practical industrial experience together with a record of achievement within a progressive organisation. Applicants must be innovative, pro-active and achieve with good communication and managerial skills.

The Rewards

The salary package on offer (including relocation expenses where necessary) show the commitment of our client to attract candidates who are motivated by achievement and who have the ability to further develop within this progressive organisation.

Interested candidates should contact Nick Stephens on 021-233 4450 (office hours) or 021-445 5055 (evenings and weekends). Alternatively, write enclosing a comprehensive C.V. to the address below.



Herbert House,
71 Cornwall Street,
Birmingham B3 2EE.
Telephone: 021-233 4450



FINANCIAL CONTROLLER

£25k + Car + Benefits

North East Location

In the design and manufacture of its particular product range, my client is amongst the world's top companies. In the UK, they operate from a modern plant in the North East and have a reputation for the extensive use of advanced manufacturing and computer-based systems.

As Financial Controller for the plant, you will become a member of the senior management operating team and will be expected to make a significant contribution to the commercial and financial management of the business. Your responsibilities will, therefore, cover a broad range of financial and management accounting activities, but key tasks would include planning and forecasting, maintenance and development of costing systems and evaluation of existing and new business.

Preferably C.I.M.A., you will already have several years relevant post-qualifying experience with a sound appreciation of computerised accounting systems and information technology. Above all, you will be the kind of person capable of working to tight reporting deadlines who will thrive on the challenge and responsibility offered within this dynamic and demanding environment.

The attractive salary and comprehensive benefits, including relocation assistance where appropriate, reflect the seniority of this position.

Initially please write, enclosing full CV to: Richard Lawson, Riley Advertising (Newcastle), Confidential Reply Service, Box Stewart House, 9 St. James Street, Newcastle upon Tyne NE1 4NF.

Please list separately the names of any companies to whom you do not wish your application forwarded.

London Birmingham Bristol Edinburgh Glasgow Manchester Newcastle Nottingham

HUNGARIAN INTERNATIONAL BANK LTD

INTERNAL AUDITOR

The Hungarian International Bank requires an Internal Auditor to lead the bank's internal audit function. The successful applicant will probably be an experienced international banker with previous internal audit experience. An accountancy qualification though not essential would be an advantage.

Applicants will need to be confident in their ability to enhance and maintain an internal audit programme within a highly business orientated environment.

Attractive terms of remuneration commensurate with age, experience and qualifications will be offered to the right candidate.

Applications, which must be in writing and accompanied by a detailed curriculum vitae should be addressed to:-

Miss A Andrews
Manager Personnel
Hungarian International Bank Ltd
95 Gresham Street
London EC2V 7LU



CORPORATE TAX ACCOUNTANT

Use your commercial acumen in a global environment

Commitment to quality, success and growth runs through every facet of our business. That's why the people we recruit need the vision, business acumen and talent to ensure our goals are achieved.

As Corporate Tax Accountant you would be playing a vital role in our future development by meeting the demands of our entrepreneurial managers for expert information on corporate taxation matters and helping to ensure that the impact of UK and foreign taxes on the group is kept to a minimum.

You should either be a recently

qualified accountant or come from the Inland Revenue itself - but, whatever your background, it should include at least 12 months' specialist exposure to corporate tax activities.

This is an outstanding opportunity to capitalise on that experience and to gain an unparalleled insight into the way a major transnational business operates.

You will need well developed technical, accounting and interpersonal skills, as well as strong commercial awareness. You must be flexible in your approach and adaptable in your outlook because in a company the size and complexity of ours, no two problems

can be treated exactly alike.

The right person is unlikely to be disappointed, either by the rewards or the prospects. As well as an attractive salary and a substantial benefits package which includes profit sharing, holiday travel opportunities and holiday bonus, you'll receive every opportunity to maximise your potential, including the encouragement to study for the ATII qualification.

Please send a full c.v., indicating present salary level, to: Recruitment & Selection, Ref: RJ/120, British Airways Plc, "Meadowbank", PO Box 59, Hounslow TW5 9QX.

BRITISH AIRWAYS

Financial Controller

London

£30,000 + Bonus + Car

Our client was established eight years ago and is now a leading design company with a superb client base of top quality household names in the UK, Europe and USA. In addition to winning coveted awards for its innovative and original textile designs it has also gained a high level of commercial success.

Resulting from its achievements to date the need has arisen for this new appointment to be made of a Financial Controller to participate in the next rapid expansion phase of the business and its future development.

The role will report directly to the Main Board and responsibilities will include all aspects of financial and management reporting, budgeting and forecasting. Broad commercial and administrative functions will also be covered and it is therefore vital that a commercial attitude is brought to the role along with

a desire to work within a creative environment.

Candidates, aged 28-35, should be qualified accountants who have had sound practical accounting experience, be enthusiastic and have the ability to take initiative in a small but rapidly growing and ambitious team.

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INTERNATIONAL COMPANIES AND FINANCE

Procter in \$1bn employee share ownership plan

By James Buchan in New York

PROCTER & GAMBLE, the big US consumer products group, intends to give its employees up to 20 per cent ownership in the company in a complex \$1bn scheme to improve their retirement benefits and deter the threat of hostile takeover.

The Cincinnati-based group said the scheme would increase the employee stake in the company from 14 per cent now to 20 per cent.

Though broadly similar to employee plans announced by Phillips Petroleum, Hospital Corporation of America and Polaroid in the past two years, the Procter & Gamble employee-ownership scheme is probably the most ambitious undertaken.

The scheme is designed to use the tax advantages offered for employee ownership as a means of financing pension plans and a stock buy-back more cheaply. And, by concentrating stock in friendly hands, the scheme will make any hostile takeover harder.

The group, which has made sluggish progress in the 1980s

because of a string of costly and difficult marketing battles, has sometimes been touted as a takeover candidate.

Starting in July, Procter & Gamble will create a so-called leveraged employee stock ownership plan which will borrow \$1bn over 15 years, the loan being guaranteed by the company.

Because lenders to Esops get tax breaks on their interest income, they lend at interest rates up to 1.5 percentage points lower than usual, according to the group.

With the \$1bn loan, the Esop will buy preferred stock from the company which will pay dividends to the employees at tax-advantaged rates and be convertible into common stock.

Procter & Gamble believes the scheme could cut sharply the cost of its pension plan over 15 years.

In addition, the company will use the proceeds of the preferred stock sale to buy in up to 12m common shares and thus improve returns to public shareholders.

Philips sells Selmer to New York LBO group

By David Brown in Amsterdam

PHILIPS, the Dutch electronics group, has announced the sale, for an unspecified sum, of the Selmer musical instruments company to Integrated Resources Acquisition, a New York-based company which specialises in leveraged buy-outs.

Selmer, one of the world's largest manufacturers of musical instruments, has annual sales of \$63m and a workforce of just over 11,000.

Its brand names include Selmer (wind instruments), Ludwig (percussion) and Glassel (strings).

The company, founded in the 1920s by two brothers, one of whom played first clarinet for the New York Philharmonic, has a large following among professional musicians. Among its clients are saxophonists Bill Evans and Bradford Marsalis, drummer Ginger Baker, and a range of classical orchestral musicians.

Mr William Petersen, currently president of the company which once succeeded in attracting big band leader Benny Goodman to its board of directors, said: "We have a capacity to tailor-make any kind of instrument to suit the musician's need. We don't expect any changes as a result of this buy-out."

He added that management had an unspecified interest in the transaction.

Selmer was acquired by Philips in 1974 as part of the Dutch group's purchase of the Magnavox company, and the sale forms part of its withdrawal from non-strategic sectors outside electronics.

It is understood that the deal, which was concluded last month, will be booked against 1988 earnings.

Selmer has succeeded in building a presence in Japan, its biggest export market, where it competes against such established brands as Yamaha.

The announcement of the sale came after the Amsterdam bourse had closed. Philips shares were $\text{Fl} 0.80$ off at $\text{Fl} 36.20$, in line with the rest of the market.

Fears of downturn keep optimists in check

Peter Marsh and James Buchan on long-term concerns in the now buoyant industry

The price in US shops of a gallon of anti-freeze has tripled in the past year to about \$9, the most evocative sign to the average American of the booming times for the US chemical industry.

Most forecasters believe the sector will have another good year in 1989, although many in the business admit to a few worries about its performance in the early 1990s.

Anti-freeze, otherwise known as ethylene glycol, is one of a host of materials made from ethylene, a basic raw material for the chemicals industry. Ethylene has been in high demand in the US over the past year, due to the general surge in consumption of many ethylene-derived substances such as plastics and industrial chemicals.

The soaring demand has come at a time of constraint in production of many basic chemicals, due to a general lack of investment in new chemical plants in the US since the sector went through a decline in the early 1980s.

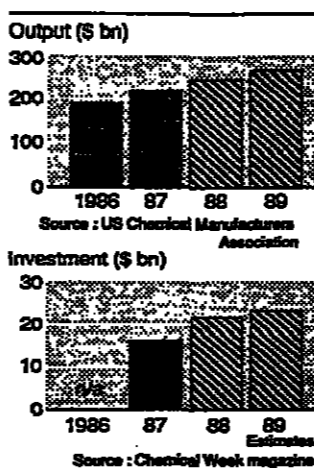
That, in turn, has led to steep price rises affecting many products, including antifreeze.

The industry's good times have led to a profits surge for many big US producers of basic chemicals, including Dow Chemical, Quantum Chemical and Union Carbide.

The US Chemical Manufacturers Association is predicting another good year for 1989. It believes the industry's output of about \$240bn last year will rise by 7 per cent in 1989, about the same amount as it increased over the past 12 months.

At the same time there has been a surge in investment. Capital spending in the industry was about \$21bn in 1988, 24 per cent up on 1987. There will be a further 11 per cent

US Chemical Industry



Source: US Chemical Manufacturers Association

Source: Chemical Week magazine

increase in 1988, according to a survey in Chemical Week, a US trade magazine.

Many executives in the chemicals industry expect the good times to continue, at least for the next year or two. Mr John Burns, chief executive of Vista Chemical, a big US producer of polyvinyl chloride, a large-selling plastic made from ethylene, says: "The fundamental outlook for the sector is pretty good."

The strong financial performance of many US chemicals producers has, however, made Du Pont, the US industry leader and the world's fifth biggest chemicals group, look flat-footed.

Du Pont, a vast and venerable company with sales of well over \$30bn, has been held up by weakness in some of its diversified businesses, notably oil and gas and biomedical products.

These poor performances have obscured benefits from cost-cutting and skilled marketing in the traditional areas

of Du Pont's market, such as fibres, polymers and agricultural and industrial chemicals.

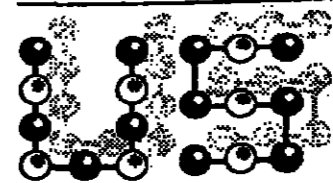
Du Pont's \$7.8bn purchase of the Conoco oil and gas business in 1981, when chemicals companies were anxious about the security of feedstocks after the second oil shock, is thought by many to be at the root of the company's problems. Since 1981, oil prices have collapsed and the Conoco business has carried Du Pont only a modest return.

Ms Pat O'Brien, an analyst with the specialist chemicals research house, Anantha Ramani, says: "With 2020 hindsight, buying Conoco was the worst decision Du Pont could have made."

Wall Street is looking to Mr Edgar Woolard, who takes over as Du Pont chairman in April from Mr Richard Heckert, to dispose of part or all of Conoco. Mr Woolard, a highly regarded fibres executive who apparently had little to do with the Conoco purchase, has already said he will look carefully at all options for the business.

The Du Pont biomedical division, which has consumed hundreds of millions of dollars in research funds without a major product, has also disappointed Wall Street. Du Pont's recent decision to drop support for research into an anti-Aids compound, Ampligen, has increased investors' impatience. Some analysts say the business, although it has sales in excess of \$1bn, lacks critical mass and Du Pont should expand or drop the operation.

The worries about Du Pont link with some of the underlying anxieties about the long-term strength of the US chemicals business. There are particular fears about the effects on the industry of a US economic recession in the 1990s.



Chemical industry

The chemicals sector sells roughly half its output to other manufacturing industries and is thus linked directly to the peaks and troughs in demand for capital goods. As a result, it is a notoriously cyclical industry which could well be in line for a downturn over the next few years.

Seen in this light, the profits surge for the sector since late 1987 may not be as attractive as it appears and may simply be compensating for the red ink that was spilling from the sector during the early 1980s, when demand for many basic chemicals had stalled.

The poor overall returns from the industry over the past decade have been illustrated by Mr Mark Flesler, a chemicals expert at CMAI, a Houston-based consultancy. He has produced calculations to show that - until demand and prices for many synthetic materials improved over the past year - chemicals companies would have done better economically by investing in Treasury securities, rather than putting their cash into new chemicals plants.

The upturn in investment triggered by the better times for the industry has led to a rash of new projects for bulk chemicals, notably ethylene. CMAI forecasts that total US capacity for this material will rise from 57bn lbs in 1988 to 46bn lbs in 1993.

That, however, has led to fears that demand for ethylene-based chemicals may not be enough to absorb the extra supply, a position which could lead to a downturn in prices and profits.

Mr Norman Young, senior vice president at the chemical division of Texaco, the US oil giant, says: "Historically the chemicals industry has been prone to over-invest. My concern is that we will misjudge demand."

Another problem may be the effect of the price rises for many chemical products on customers. Some in the US industry believe higher prices cannot be sustained for much longer without harming the industry's capacity for growth in areas like plastics for packaging and for the car and aerospace industries.

Mr Jerry Hamaker, a marketing manager at Exxon Chemical, says: "There is some concern that the price rises have been making some customers think twice about new applications."

In response to these worries, Du Pont - in a strategy which it shares with Monsanto, another of the big US chemical concerns - has been laying the foundations for achieving most of its growth in new specialty-based areas such as drugs.

Although the strategy has, so far, been expensive and has led to missed opportunities in the basic-chemicals boom over the past year, it may turn out to be the most sensible way of planning for the longer term.

This is the sixth and last article in a series on the US chemicals industry. Other articles on Monsanto, Dow Chemical, Union Carbide, Sterling Chemical and Quantum Chemical appeared on December 14, and 23 and January 3 and 6.

Purolator Courier to buy Air Canada unit

By David Owen in Toronto

PUROLATOR Courier, Canada's largest courier company, is to acquire the overnight courier division of Gelco Express, a wholly owned Air Canada subsidiary, in a move which will eventually lead to the integration of the two operations.

As part of the deal, certain assets of Air Canada's own overnight courier division will be transferred to Purolator. On conclusion of the transaction - the terms of which were not disclosed - Air Canada will own 22 per cent of Purolator's common equity.

In addition, Air Canada and Purolator plan to enter into a long-term agreement whereby Air Canada will provide transportation for Purolator's future

domestic air courier volumes. Gelco's same-day Canadian messenger system is not included in the present transaction.

Purolator is majority-owned by Onex Corporation, the Toronto-based leveraged buy-out specialist, having been acquired for C\$234m (US\$196.8m) in April 1987.

In its second quarter report, Onex projected a modest net loss for Purolator in 1988. The company said at the time that it was reviewing "the likely need" to add to Purolator's equity base to support faster-than-expected growth.

Purolator and Gelco will have a combined courier volume in excess of 300,000 packages a night.

Pan Am to shed services subsidiary

PAN AM, the US aviation group, has announced it is to sell its big contract services business to free capital for investment in its struggling airline, James Buchan writes from New York.

The announcement that Pan Am is looking for buyers for its Pan Am World Services subsidiary comes a week after the airline group said it would raise \$1.5bn by selling its orders and options for a fleet of Airbus aircraft.

The sales are designed to

tidle the airline, Pan American World Airways, over the slow winter months and improve its equipment and service. The airline suffered a catastrophic accident with the loss of its Flight 103 with all passengers and crew on December 21.

Am is looking for buyers for its Pan Am World Services subsidiary comes a week after the airline group said it would raise \$1.5bn by selling its orders and options for a fleet of Airbus aircraft.

The sales are designed to

Insurer takes GPA stake

NORTHWESTERN Mutual Life Insurance, the 10th largest life insurance company in the US, has bought 1.4 per cent of GPA, formerly Guinness Post Aviation, the financial services company which specialises in aircraft asset manage-

ment. Our Financial Staff writes: Northwestern Mutual paid about \$22.4m for the stake, at a per share price equivalent to that paid last month by an Irish group for a 14 per cent holding.



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Redland

ADJOURNED MEETINGS OF WARRANT HOLDERS AND BONDHOLDERS

REDLAND FINANCE N.V.
Notice of an adjourned Meeting of the Holders of the Warrants issued with U.S.\$25,000,000 9% per cent. Guaranteed Bonds Due 1991 of Redland Finance N.V. (the "Warrant Holders" and the "Warrants" respectively)...

REDLAND CAPITAL PLC
(Registered in England No. 206705)

Notice of an adjourned Meeting of the Holders of the £60,000,000 7 1/2 per cent. Convertible Bonds Due 2002 of Redland Capital PLC (the "Bondholders" and the "Bonds" respectively)...

In accordance with the terms and conditions of the Trust Deed dated 3rd March, 1987 constituting the Bonds, notice is hereby given that the Meeting of Bondholders convened by Redland Capital PLC for 9th January, 1989 by a notice dated and published in the Financial Times on 9th December, 1988 was adjourned through lack of quorum and that the adjourned Meeting of Bondholders will be held at the offices of The Chase Manhattan Bank N.A., Woolgate House, Coleman Street, London EC2P 2HD on Wednesday 25th January, 1989 at 10.00 a.m. (or so soon thereafter as the adjourned Meeting of Holders of Warrants issued with U.S.\$25,000,000 9% per cent. Guaranteed Bonds Due 1991 of Redland Finance N.V. convened for the same day and place shall have concluded or been further adjourned) for the purpose of considering and, if thought fit, passing the following Resolution which will be proposed as an Extraordinary Resolution:

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THAT this adjourned Meeting of the Holders of the £60,000,000 7 1/2 per cent. Convertible Bonds Due 2002 of Redland Capital PLC (the "Company") (as defined in the Trust Deed) (the "Trust Deed") (as defined in the Trust Deed)...

(1) generally and unconditionally authorises and gives consent to the Company at any time and from time to time to make market purchases (within the meaning of Section 163(3) of the Companies Act 1985) of its Ordinary shares of 25p each and subject to the condition that the price at which Ordinary shares may be purchased shall not be less than 25p per Ordinary share, exclusive of expenses...

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QUORUM AND VOTING FOR ADJOURNED MEETINGS OF WARRANT HOLDERS AND BONDHOLDERS

1. A Warrant Holder wishing to attend and vote in person at the adjourned Meeting of Warrant Holders must produce at that Meeting a Certificate or a valid voting certificate issued by a Receiving Agent at the office specified above (the "Receiving Agent"). A Bondholder wishing to attend and vote in person at the adjourned Meeting of Bondholders must produce at that Meeting a valid voting certificate issued by a Paying Agent at the office specified above (the "Paying Agent").

INTL. COMPANIES

Suez to transfer PLC holdings to Générale

By Paul Betts in Paris

COMPAGNIE Financière de Suez, the French privatised financial group, is planning to transfer a number of its shareholdings in major French industrial groups to Société Générale de Belgique, the Belgian conglomerate controlled by Suez.

Suez will transfer its 5 per cent holding in Bouygues, the leading French construction group with media interests, as well as its 10 per cent stake in Accor, the French hotel chain, and its 2.2 per cent interest in Club Méditerranée, the French holiday resort group, to La Générale.

Suez yesterday declined to comment on the planned transfer of assets. However, the operation is widely seen as part of an internal reorganisation between Suez and the Belgian conglomerate it now controls after a fierce takeover battle against Mr Carlo De Benedetti, the Italian entrepreneur, last year.

INTL. APPOINTMENTS

New Pillsbury chief faces difficult task

By Karen Zagor in New York

PILLSBURY, the Minneapolis food and restaurant group recently acquired by Grand Metropolitan, of the UK, has appointed Mr Ian Martin chairman and chief executive.



Mr Ian Martin

Mr Martin, 53, replaces Mr Philip Smith, who resigned after holding the position for only five months. Mr Smith had unsuccessfully tried to fend off GrandMet's \$5.75bn tender offer for Pillsbury at the end of last year.

In his new role, Mr Martin faces the difficult task of heading a company (Pillsbury) where morale is low after two and-a-half months of fighting the takeover and a long period of sluggish performance.

Sales at Pillsbury's Burger King restaurants have fallen steadily despite heavy advertising campaigns. Furthermore, the company's flour and packaged food business saw a growth in volume in its second quarter to November.

GrandMet plans to use Pillsbury as the headquarters of its worldwide food interests, which include Express and other British businesses. It believes its experience in food retailing in Europe will help Pillsbury's brands develop in that market. Moreover, it sees a large European potential for Pillsbury's leading expertise in microwave foods.

A native of Dundee, Mr Martin joined GrandMet in 1978, in the company's Watney Mann & Truman brewery subsidiary, where he became chairman and chief executive officer in 1982. He was elected a director of GrandMet in 1986 and was named chief executive of US operations in 1987.

RAS shares fall despite discounted rights issue

By Alan Friedman in Milan

SHARES in Riminese Adriatica di Sicurtà (RAS), the second biggest Italian insurance concern that is majority owned by West Germany's Allianz Versicherung, were marked down yesterday on the Milan bourse following news of plans for a 1,572m (827m) rights issue.

The most striking feature of the equity offer, which will be on the basis of three new shares for every 10 savings or ordinary shares already held, is that the stock is to be offered at an 82 per cent discount on Tuesday's price for RAS ordinary shares of L44.610.

The shares are to be priced at L8,000 each, as are the savings shares, for a discount of 60 per cent. The rights issue is also to be accompanied by a bonus scrip issue.

In view of the deep discount involved, the Milan bourse yesterday reacted very negatively to the RAS rights offer. It marked down the insurer's savings shares by 7 per cent to L18,200 and the ordinary shares by 1 per cent to L44,350.

Analysts said the market was expecting a scrip issue and resented having to pay for new shares even at an enormous discount.

Mr Umberto Zanni, chairman and managing director of the Milan-based RAS, said yesterday that he does not have any particular acquisitions in mind. "We are raising the funds in order to strengthen ourselves for the challenge of 1992," he said.

Mr Zanni said the steep discounting of the shares being offered in the rights issue "is meant to be attractive to shareholders on the Milan bourse, where such incentives are desirable."

Signs of a management shake-up at Apple

By Louise Kehoe in San Francisco

THE RESIGNATION of Mr Charles Boesenberg, Apple Computer's senior vice president in charge of US sales and marketing, may signal a management shake-up at the personal computer company, according to industry analysts.

They noted several changes at the company over recent months. Mr Boesenberg is leaving Apple to join MIPS Computer Systems, a Silicon Valley developer of high performance microprocessors, the core chips for many of the latest generation of desktop workstations.

Apple said that Mr William Coldrick would take over Mr Boesenberg at Apple USA. Mr Coldrick was previously vice president and general manager for Apple USA's Northwest operations.

Mr Allan Loren, president, Apple USA, commented: "We understand Chuck's personal career decision to join a promising Silicon Valley company at the founding level."

Mr Boesenberg had spent two years at Apple. Industry analysts said, however, that Mr Boesenberg's departure is a sign that Mr Loren, who joined Apple last year, is putting his stamp on the organisation.

Prudential Bache analyst Mr Kimball Brown said: "Loren is shaking things up like crazy. The new general manager is setting up his lieutenants to set the tone for the 1990s."

Analysts said that several key Apple executives have left the company in the past few months. Former chief operating officer Mr Delbert Yocum, who had been reassigned to other duties, has announced plans to leave, while chief financial officer Mr Deborah Coleman is about to take a five-month leave of absence.

Roche in biotech tie-up

By Peter Marsh

F.HOFFMANN-LA Roche, the Swiss pharmaceutical group, has signed an agreement with Cetus, a US biotechnology company, that could lead to the development of novel diagnostic products for illnesses such as cancer and AIDS.

Under the agreement, Roche will have the exclusive right to market products based on a technique developed by Cetus to spot tiny fragments of genetic material in the body.

The presence of specific fragments of this kind may provide clues as to whether a person is suffering from, or likely to contract, a number of diseases including certain kinds of cancers and genetic disorders.

Capel makes Far East changes

By Peter Marsh

JAMES CAPEL, the London-based global investment house, announced a management reorganisation within its Pacific Basin divisions.

Mr Christopher Hampton, a Capel board director, has been appointed chief executive in Hong Kong, where he will oversee the expansion of the group's activities in the Far East region.

Particular emphasis will be placed on Japanese markets as an area targeted for strong growth. Mr Roger Atkins will remain managing director of Capel's Tokyo office.

Mr Tim Fiducia, who oversees strong expansion of the Hong Kong operation, is returning to London to co-ordinate the group's build-up in the emerging markets around the Pacific Basin. Capel's operations include Bangkok, Hong Kong, Singapore, Sydney, Taipei and Tokyo.

Veba Oel sells US energy unit

By Our Financial Staff

VEBA OEL, a subsidiary of Veba, the West German conglomerate, has sold Mark Producing, its US-based natural gas unit, to Consolidated Natural Gas of the US and Japan Petroleum Exploration for \$946m.

Veba said that as of January 1, 1989, Consolidated Natural Gas owns 80 per cent of Mark Producing, while Japan Petroleum holds the rest of the company.

The West German group said it had decided to sell Mark Producing, which it had owned since 1981, because of its losses over the past few years.

Mark Producing controls gas reserves of 5.7bn cu m in the Gulf of Mexico, where it also holds oil reserves of about 5m barrels. In 1987, the company produced 43m cu m of gas.

Veba, meanwhile, is boosting its own oil production. Last year, the company increased its share of equity production in the consortium with the Libyan National Oil Company to 49 per cent, or 30,000 barrels a day, from 17 per cent or 10,500 b/d.

Thyssen Stahl, the steel arm of Thyssen, the West German conglomerate, said it swung to a net profit of DM242m (\$196.4m) in the fiscal year ended September 30, 1988, from a loss of DM208m a year earlier.

Figures were adjusted in both years to reflect changes in German accounting procedures. The turnaround reflected higher prices, increased sales and lower personnel costs.

In 1987-88, sales rose 7.9 per cent to DM9,240m from DM8,500m a year earlier. In volume terms, sales were up 7 per cent year on year, consisting of net profit, depreciations and fund pension contributions, rose to DM1,162m from DM724m.

These Bonds having been sold, this announcement appears in a number of second copy.

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NEW ISSUE

JANUARY 1989

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Interest: January 11, 1989 to July 11, 1989

Interest Amount per:
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DM 100,000.- DM 2,953.82

Payable on: July 11, 1989

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SABRE III LIMITED
US\$200,000,000
Floating Rate Secured Notes Due 1992

For the 6 months period 9th January, 1989 to 7th July, 1989 the Notes bear the interest rate of 9.8125% per annum. US\$4,787.99 will be payable from 7th July, 1989 per US\$1,000,000 principal amount of Notes.

Yamachi International (Europe) Limited, Agent Bank

VOGELSTRUISBULT METAL HOLDINGS LIMITED

Table with financial data for Vogelstruisbult Metal Holdings Limited, including Revenue, Expenditure, Profit before tax, and Dividends declared for 1988 and 1987.

Annual Report. The annual report will be posted to members in March 1989.

DECLARATION OF FINAL DIVIDEND

Dividend No. 84 of 29 cents per share in respect of the year ended 31 December 1988 has been declared in South African currency, payable to members registered at the close of business on 27 January 1989.

Warrants payable on 1 March 1989 will be posted on or about 28 February 1989. Standard conditions relating to the payment of dividends are obtainable from the share transfer offices and the London Office of the company.

By order of the Board, per pro CONSOLIDATED GOLD FIELDS PLC, London Secretaries, Mrs. G. M. A. Glechill, Secretary.

GOLD FIELDS PROPERTY COMPANY LIMITED

Table with financial data for Gold Fields Property Company Limited, including Turnover, Revenue, Expenditure, Profit before tax, and Dividends declared for 1988 and 1987.

Annual Report. The annual report will be posted to members in March 1989.

DECLARATION OF FINAL DIVIDEND

Dividend No. 132 of 20 cents per share in respect of the year ended 31 December 1988 has been declared in South African currency, payable to members registered at the close of business on 27 January 1989.

Warrants payable on 1 March 1989 will be posted on or about 28 February 1989. Standard conditions relating to the payment of dividends are obtainable from the share transfer offices and the London Office of the company.

By order of the Board, per pro CONSOLIDATED GOLD FIELDS PLC, London Secretaries, Mrs. G. M. A. Glechill, Secretary.

NEW WITS LIMITED

Table with financial data for New Wits Limited, including Revenue, Expenditure, Profit before tax, and Dividends declared for 1988 and 1987.

DECLARATION OF INTERIM DIVIDEND

Dividend No. 76 of 15 cents per share has been declared in South African currency, payable to members registered at the close of business on 27 January 1989.

Warrants payable on 1 March 1989 will be posted on or about 28 February 1989. Standard conditions relating to the payment of dividends are obtainable from the share transfer offices and the London Office of the company.

By order of the Board, per pro CONSOLIDATED GOLD FIELDS PLC, London Secretaries, Mrs. G. M. A. Glechill, Secretary.

DECLARATION OF FINAL DIVIDEND

Dividend No. 75 of 30 cents per share, absorbing R6,931,000, was declared in respect of the year ended 30 June 1988 on 9 August 1988 and paid on 28 September 1988.

On behalf of the Board, B R van Rooyen (Chairman), D C Dykes, Directors.

DECLARATION OF FINAL DIVIDEND

Dividend No. 76 of 15 cents per share has been declared in South African currency, payable to members registered at the close of business on 27 January 1989.

Warrants payable on 1 March 1989 will be posted on or about 28 February 1989. Standard conditions relating to the payment of dividends are obtainable from the share transfer offices and the London Office of the company.

By order of the Board, per pro CONSOLIDATED GOLD FIELDS PLC, London Secretaries, Mrs. G. M. A. Glechill, Secretary.

INTERNATIONAL CAPITAL MARKETS

Trading subdued ahead of \$7bn Treasury auction

By Janet Bush in New York and Katherine Campbell in London

US TREASURY bonds moved in a very narrow range yesterday with prices tending marginally weaker on the last day of the two week reserve period. At mid-session, short-dated maturities were quoted around 1/8 point lower while longer-dated issues were mixed.

The domestic institutions are heavily liquid as insurance premium coupon payments are at seasonal highs, and this factor is said to be boosting demand. The spread between French and West German 10 year bonds.

THE UK government bond market passed another featureless day despite the strength of sterling. Traders have for the time being bid farewell to last year's happy pattern of a stronger currency heralding lower interest rates.

Money market analysts have reached a near consensus on the new Fed funds target which they now believe to be between 9 per cent and 9 1/4 per cent or even as high as 9 1/2 per cent.

Yesterday, the Fed announced \$15bn in customer repurchase agreements when Fed funds were trading at 9 1/4 per cent, consistent with a target range of 9 per cent and 9 1/4 per cent. However, by mid-session the funds rate had moved up to 9 1/2 per cent.

IN FRANCE, bond prices firmed as the franc continued to perform well against the D-Mark and call money also eased.

During an active day on the Matif, where the notional 10 year futures clocked up \$3,000 lots, the March contract ended at 108.54 after opening at 108.28.

WEST GERMAN bonds firmed by around 40 basis points yesterday, helped by co-ordinated central bank intervention to stem the dollar's rise, together with the results of the repurchase operation.

Intflows matched outflows, which cheered a market prepared for a modest draining of liquidity. Instead the Bundesbank injected DM13.5 bn. The fixed rate of 5 per cent, announced on Tuesday, was also seen as positive factor, as dealers felt a variable rate would have entailed rather higher rates.

By order of the Board, per pro CONSOLIDATED GOLD FIELDS PLC, London Secretaries, Mrs. G. M. A. Glechill, Secretary.

GOVERNMENT BONDS

Table with columns: Coupon, Red Date, Price, Change, Yield, Week, Month. Lists UK Gilts, US Treasury, Japan, Germany, France, Canada, Netherlands, Australia.

BENCHMARK GOVERNMENT BONDS

Table with columns: Coupon, Red Date, Price, Change, Yield, Week, Month. Lists UK Gilts, US Treasury, Japan, Germany, France, Canada, Netherlands, Australia.

FT INTERNATIONAL BOND SERVICE

Listed are the latest international bonds for which there is an adequate secondary market. Closing prices on January 11.

Table with columns: Bond Name, Issued, Bid, Offer, Change, Yield. Lists various international bonds like US Dollar, Yen, Swiss Franc, etc.

By order of the Board, per pro CONSOLIDATED GOLD FIELDS PLC, London Secretaries, Mrs. G. M. A. Glechill, Secretary.

SPONSORED SECURITIES

Table with columns: High Low, Company, Price, Change, Div, P/E. Lists various sponsored securities like High Low, Company, Price, Change, Div, P/E.

By order of the Board, per pro CONSOLIDATED GOLD FIELDS PLC, London Secretaries, Mrs. G. M. A. Glechill, Secretary.

Dutch buy stake in Swedish exchange

By Sara Webb in Stockholm

THE EUROPEAN Options Exchange (EOE) in Amsterdam has acquired a 40 per cent stake in Sweden's Options and Futures Exchange (SOFE). The two exchanges will be linked to allow trading of each other's instruments.

SOFE hopes the move will revive interest in the Swedish options market which has flagged following the introduction of a turnover tax on options with effect from the start of 1989.

The Swedish exchange said the deal would open the door to direct electronic trading with about 100 market makers in the Netherlands.

EOE acquired its 40 per cent stake from Beijer Capital, part of the Swedish Beijer group, for an undisclosed sum. Beijer Capital is retaining a 10 per cent stake in SOFE, whose other main shareholders include Swedish banks, brokerage houses, pension funds and the insurance group Skandia.

Last month, Sweden's central bank gave permission for foreign banks and security houses to trade directly through SOFE without having to use Swedish banks and brokerages and intermediaries.

This means that foreign investors are exempted from paying the turnover tax and do not need to pay commissions to Swedish intermediaries, thereby reducing trading costs.

Both SOFE and OME, which is the larger of Sweden's two options markets with about 80 per cent of the market, were strongly against the new options tax which threatened to hit market makers.

Arbitech, the largest market maker in Sweden, has withdrawn from the market and Servisen, another market maker which is owned by Beijer Capital, has decreased activities in the market.

Both companies are looking at the possibility of moving offshore so that they can avoid the turnover tax.

Beijer Capital bought a stake in SOFE at the end of 1987 when the exchange faced difficulties, having started up after OME's runaway success.

SOFE said it broke even in 1988, adding that turnover in index option premiums reached Skr1bn, while turnover in index futures was Skr2.5bn. It pulled out of trading in equity options, but is considering restarting these if there is sufficient demand from overseas.

According to current foreign exchange restrictions, Swedish investors would not be allowed to buy foreign options, but SOFE said that the government's promise to dismantle controls in future would open the way for buying currency, gold and silver options on the EOE.

TDB American Express takes on extra staff

By William Dullforce in Geneva

TDB AMERICAN Express Bank, the US group's Swiss subsidiary, has been recruiting senior staff from competitors for a new asset management team.

The team will introduce advanced portfolio management methods and help to expand its private banking operations worldwide.

Mr Robert Race, formerly a director of J. Rothschild Holdings, London, was recruited in December while Mr Michael Lagier, deputy head of research at Lloyds Bank International Private Banking joined this month.

The third new member of the team is Mr Jürg Sigerist, formerly chief financial editor of the Swiss monthly business magazine Bilanz.

Heading the group is Mr Gian-Paul Stoffel, the deputy general manager who was recruited a year ago from Citibank, Geneva.

UK COMPANY NEWS

Body Shop pleases City with 56% rise to £9.34m

By Vanessa Houlder

BODY SHOP International, natural beauty products chain, yesterday lived up to its image as one of the UK's most successful retailers when it announced a 56 per cent rise in pre-tax profits to £9.34m (£9m) for the 12-month period to September 30.

Earnings per share increased by 44 per cent to 13.42p (9.23p). As the year-end has been changed to February 28, a second interim dividend of 1.35p was declared, making 2.25p (1.5p) for the 12-month period. The results were better than expected and the share price rose 11p to 520p.

Christmas trading proved very strong and, in contrast to other retailers, the company has not seen any slowdown in consumer spending, according to Mr Gordon Roddick, chair-

man. Turnover increased by 62 per cent to £46.2m (£28.45m). After stripping out the effects of refits and relocations, organic growth occurred at a minimum rate of 20 per cent. The most successful operations were in Canada, West Germany, Sweden and Australia.

The number of UK outlets increased from 89 to 107 and overseas outlets from 186 to 232. In the current year, 80 new stores are expected to be opened overseas and a minimum of 20 stores in the UK.

In the US, the three shops opened in the past year



was expanded from 52 to 81 and another 15 have opened since.

The group also moved overseas opening 10 shops in New York in the period and seven since and, in September, three in Paris. With one each in Brussels and Dublin there are now 118 shops in total.

The costs of the expansion and losses in the US, amounting to £150,000, had held back group net margins, Mr Richard Ross, joint managing director, said. But gross margins were rising, particularly in the UK, largely because of the increase in value-added products, which now account for more than 90 per cent of sales.

Since the end of September like-for-like sales growth had slowed to around 0.5 per cent,

exceeded expectations. Body Shop plans to open 10 more company-owned shops this year and expects to launch a mail-order catalogue in the summer.

Capital spending last year increased by 50 per cent to £4.6m and is expected to increase this year by a further 50 per cent. Body Shop has increased its warehousing and office space in the US. In the UK, its new warehouse in Littlehampton, Sussex, is expected to be completed in August.

The company plans to increase the proportion of products that it manufactures itself from about a quarter to about a half over the next three years. In the US, it plans to have entirely self-manufactured production within that time.

See Lex

Elf offshoot in offer for Johnstone's Paints

By Fiona Thompson

LA SEIGNEURIE, part of Elf Aquitaine, the French government-controlled oil company, has made a £24.15m recommended offer for Johnstone's Paints, the USM-quoted decorative paints manufacturer.

The offer values each Johnstone's Paints ordinary share at 230p, a premium of 100 per cent on the 115p average market price on December 9, the last dealing day before Johnstone announced that it had received an approach that might lead to a bid. The shares closed 14p up last night at 220p.

The move is a further sign of the rationalisation in the paint industry and that companies are increasingly jockeying for position prior to 1992.

There were more than 2,000 paint companies in Europe in the early 1970s, double today's total. The past five years have seen a particularly dramatic reduction, as more and more of the smaller companies have been swallowed by their big competitors. At the same time, the industry has seen the growth of the large do-it-yourself chain with their highly competitive prices.

Johnstone's, ninth in the league of UK decorative paint manufacturers, is run by four brothers, the fourth generation from the Johnstone who founded the company in 1890. Based in Manchester, the company has 20 depots throughout the UK. It joined the United Securities Market in 1981.

The group suffered a sharp downturn in profits in 1987, falling from £2.05m to £1.51m for the year to November 28 1987. However Johnstone's directors estimate that for the 52 weeks ended December 3 1988, the company achieved a pre-tax profit of not less than £2.35m.

La Seigneurie, based in Bobigny, north of Paris, was founded in the late 1880s and acquired by Elf in stages from 1971 to 1983. The company makes and distributes decorative and architectural paints and waterproofing systems, and has for 30 years provided the paint for the Eiffel Tower's seven-yearly repaint. La Seigneurie employs 750 people in France and 450 overseas. It acquired a Californian company, Decratred Paints, in 1987, and has subsidiaries in Senegal, the Ivory Coast, Gabon, Cameroon and French overseas territories.

La Seigneurie said it planned to expand the Johnstone's business. Mr James Johnstone will remain as managing director. Mr Michel Bie-truch of La Seigneurie will be appointed non executive chairman.

Still room for the competition

Christopher Parkes on clearance of the Thomson/Horizon merger

OPPOSITION of Thomson Travel's acquisition of Horizon, the deal cleared by the Monopolies and Mergers Commission yesterday, appear to have a highly fanciful notion of the relationship between size and muscle-power in the package holiday business.

It was an open secret in the trade, Redwing Holidays told the commission in evidence, that Thomson had been working on a five-year plan following the collapse of the package tour market in 1985, totally to dominate the UK trade.

The plan was to create the biggest charter airline in the country, a power base in popular mass market hotels, and the largest chain of travel agents in the business.

However, these factors alone do not make a muscular giant capable of squeezing the life out of the competition. In fact, according to other evidence, it seems that the more inflated the larger groups become, the more newcomers enter to try their luck.

As the MMC report pointed out, the number of tour operators licensed by the Civil Aviation Authority increased from 473 to 703 in the past 10 years. Barriers to entry into the industry were low, it said, and hotel rooms and aircraft seats were generally readily available.

The number of travel agents, on the Association of British Travel Agents register rose from 1,950 to 2,806 between 1980 and the end of 1988.

Consumer choice has proliferated. Competition has resulted in significant price reductions in real terms over the last four to five years, and the corollary has been a sharp drop in the industry's net profit margins.

Airline	charter traffic to UK airlines		charter traffic to and from UK		holiday visits abroad by UK residents	
	%	%	%	%	%	%
British Airways	13	23	11	18	14	14
Britannia (Thomson)	28	20	22	17	8	8
Dan-Air	20	16	10	10	5	5
Monarch	11	9	7	7	3	3
Al Europe	7	6	4	4	2	2
Orion (Horizon)	7	5	4	4	2	2
Other	14	28	28	40	2	2

Source: Monopolies and Mergers Commission

Operator	%
Thomson Group	30
ILG	14
Horizon	8
Redwing	5
Airtours	3
Gremlin	3
Cosmos	2
Thomas Cook	2
Yugotours	2
Tourcorp	2
Others	28

* Air inclusive tour of one or more nights Source: MMC

From 3.9 per cent in 1983, margins of the top 30 tour operators slumped to a deficit of 0.9 per cent in 1987, representing a joint net loss of £28m.

According to Mr Roger Davies, chairman and chief executive of Thomson, Horizon lost £14m last year, more than double the £6.8m deficit in the last reported year before the takeover.

"Given Horizon's recent poor financial performance, we do not believe that the merger increases Thomson's ability or its incentive to behave in the predatory manner feared by some of its competitors," the report concluded.

Even if the company did turn on the pressure, which it could do from its pre-merger position, the authors doubted it would succeed.

The report detailed recent swings in the market which illustrate the effects of intense competition coupled with a lack of brand loyalty among consumers, who can be tempted away by price differences of as little as 10p per holiday.

In 1986, when Thomson reduced prices by 15 per cent, its market share rose from 17 to 25 per cent. But the following year, when it tried more of

the same and the competition followed suit, it lost two share points. It lost a further 10 points in the pre-Christmas booking period last year when it stepped out of line and increased prices by more than its rivals.

By helping to bring foreign holidays within the budgets of more people, price competition has significantly expanded the package tour market. From 8.8m in 1985, the number of charter air holidays licensed by the CAA increased to 14.6m last year. This has attracted new entrants to the industry. At the same time, market segmentation - increasing demand for products outside the mass market which is affecting all consumer industries - has encouraged small specialists.

Mr Davies, meanwhile, is concentrating on squeezing what economies he can out of his expanded business. On the plus side he now has a full brand range covering the entire mass market. Horizon and its Wings and OSL subsidiaries cover the top end. Thomson fills the middle portion and Sky Tours the bottom slot.

While there are economies to be made by merging Thomson's Orion fleet of 10 aircraft with

the 33 in Thomson's Britannia line, linking retail and head office booking systems for packages, beds and aircraft seats, real inroads into the mounting losses at Horizon are likely to come only from improved marketing and margins.

Part of Horizon's failure, Mr Davies said, was due to its attempts to move down-market where the competition was hottest. His first job was to reposition it at the premium end of the trade, reduce overheads and return it to profit by 1990.

At the same time, in common with the rest of the industry, he has to confront this year's task of persuading cautious consumers that a package holiday in the sun is the perfect antidote to mortgage rate blues. If, as some industry observers suggest, package price-cutting blights this year's trade, Mr Davies may have to wait a little longer for Horizon to return to health.

On the bright side, his fearful competitors can also look forward to an extended period of grace before the market leader puts Operation Market Dominance into practice.

Sock Shop up 43% to £2.62m

By Maggie Urry

SOCK SHOP International, the niche retailer whose shares have been quoted on the USM since May 1987, yesterday reported a 43 per cent gain in pre-tax profits to £2.62m in the 12-month period to the end of September. The group is changing its year-end to February 28.

Earnings per share rose 36 per cent to 7.55p and a second interim dividend of 1p makes the total for the trading period so far of 2p. Last year only one dividend, of 0.9p, was paid.

Turnover was up by 84 per cent to £25.8m and operating profits by 53 per cent to £2.62m. However, the City had hoped for an even greater increase and the shares fell 8p to 160p by the close.

Sales were up by 10 per cent in value-added products, which now account for more than 90 per cent of sales.

Since the end of September like-for-like sales growth had slowed to around 0.5 per cent,

was expanded from 52 to 81 and another 15 have opened since.

The group also moved overseas opening 10 shops in New York in the period and seven since and, in September, three in Paris. With one each in Brussels and Dublin there are now 118 shops in total.

The costs of the expansion and losses in the US, amounting to £150,000, had held back group net margins, Mr Richard Ross, joint managing director, said. But gross margins were rising, particularly in the UK, largely because of the increase in value-added products, which now account for more than 90 per cent of sales.

Since the end of September like-for-like sales growth had slowed to around 0.5 per cent,

Mr Ross said, in part because the mild weather had held back sales of warm tights, gloves and scarves. He said it was difficult to quantify how much of the slowdown was due to the squeeze on consumer spending. As the most expensive item in the shops is priced at £9.99 he hoped that the group would not be severely affected.

Mr Ross said there were benefits from the current difficulties in the retail sector. It was becoming easier to get new sites for shops without having to pay "key money" which had been costing the group £2m a year.

He said the directors also felt under less pressure to "buy" profits, and had "a chance to breathe and to rein back financially". The group is looking at ways to broaden its appeal to attract older customers as the average age of the population rises.

See Lex



Shares soar as Bassett weighs full bid proposal

By Lisa Wood

THE BOARD of Bassett Foods, the Ligonue Alliance manufacturer, yesterday considering a full bid proposal from a shareholder which has at least a 5 per cent stake.

News of the approach and the stake - which must be notified to the Stock Exchange within five working days of it reaching 5 per cent - sent Bassett's share price soaring to 400p per share, up 101p, valuing the confectionery company at just under £68m.

Bassett, which commands about 11 per cent of the UK sugar confectionery market, would give no details as to the identity of the shareholder which recently revealed its stake at a meeting set up to discuss a joint venture between the two companies.

City analysts suggested that possible suitors for the business, which is successfully emerging from large-scale restructuring, could include Alma Caledonia, a private Scottish group, Rowntree and United Biscuits.

Tootal confirms plans to reduce S African stake

By Alice Rawsthorn

TOOTAL, one of the largest UK textile groups, has confirmed that it is negotiating to sell part of its holding in Da Gama, a powerful player in the South African textile industry.

The recent weeks' Tootal has become embroiled in bid speculation following the disclosure that Mr Abe Goldberg, the Australian industrialist who mounted an unsuccessful bid for the UK group three years ago, has amassed a significant shareholding.

Tootal presently holds about 25m shares in Da Gama, or 49.8 per cent of the South African company's equity. It is negotiating with a number of concerns to sell some of its shares, at about 700 cents (165p) each.

Da Gama is involved in most areas of textiles including fab-

rics and clothing, and is capitalised at about Rand 350m (£83m) in Johannesburg. The South African textile industry is presently involved in a period of restructuring, in which some of the larger companies have absorbed smaller concerns.

Negotiations over Da Gama should be completed by the end of the month. Tootal insisted that its decision to reduce its interest in Da Gama was not based on political grounds, but formed part of an ongoing strategy of withdrawal from peripheral activities.

Once the negotiations are completed Tootal intends to retain an interest in the company. It is also committed to keeping its sewing thread business in South Africa.

Abbeycrest to pay up to £13m for jewellery group

By David Waller

ABBEYCREST, designer, manufacturer and distributor of jewellery, is buying Gallery Jewellers for a maximum of £13m. The initial £5m consideration is to be satisfied by £3m in cash and £2m by the allotment of new shares to the vendors.

Gallery, which concentrates on designing and manufacturing rings, pendants, brooches and earrings, was a partnership until January 1 1987 and has no audited accounts prior to that date.

Accordingly, the reporting accountants were unable to form any opinion on Gallery's

trading record. Nevertheless, Abbeycrest said that Gallery has achieved substantial growth in profits since 1985 when it phased out a repairs business.

It reported pre-tax profits of £1.5m on turnover of £10.93m in 1987 and in the nine months to end-September profits were £1.82m on turnover of £5.8m.

The 1.45m new shares are being issued direct to the vendors and these will be payable in full by the end of the year. Further consideration will become payable if 6.5 times Gallery's adjusted profits for the year to the end of 1988 exceed £5m.

Hestair sells vehicle arm to management

By Clare Pearson

Hestair, the diversified group with interests ranging from children's toys to employment agencies, is narrowing the scope of its activities with the sale of the vehicle engineering division for an expected consideration of £25.75m.

The division, which makes dustbin lorries, fire engines and luxury coaches, is being sold to its management for a cash price of £18.75m, plus about £7m worth of debt.

Its trading profits are expected to rise by about £1m to £3.7m in the year to end-January on sales of £75m (£64.7m).

Mr David Hargreaves, Hestair chairman, said that the return on capital employed, expected to amount to £24.5m in the current year, was less than half that achieved in the other divisions. Proceeds from the sale are expected to be used for acquisitions.

The engineering division was restructured early in 1985 after suffering a turbulent period in the early 1980s, particularly in the UK, when its markets were affected by lower local authority spending and bus deregulation. In the year to January 31 1985, operating profits dropped from £1.62m to £276,000.

Mr Hargreaves said that acquisitions might be pursued in either of the two remaining Hestair businesses - personnel services or consumer products.

In the latter case, he saw opportunities to develop the giftware and stationery interests. Hestair added to the nurseryware business in November with the £2.2m acquisition of Cindrico, maker of high chairs and baby walkers.

Irish Continental

Irish Continental Group, ferry operator, reports higher profits for the year ended October 30 1988 and is confident that progress will be maintained.

Pre-tax profit was up from £286,000 to £323,000. The dividend is 1.575p.

Assoc Newspapers meets forecast

ASSOCIATED Newspapers, publisher of the Daily Mail, the Mail on Sunday, and London's Evening Standard, announced pre-tax profits, after exceptional costs, of £26.5m for the year to end-September, writes Nikki Teit. This compares with £25.9m in the previous year and is in line with the forecast made in the formal offer docu-

ments from Daily Mail and General Trust last October.

Profit before exceptional costs rose to £71m (£59m). However, these rose from £2.1m to £24.2m. Associated said redundancy and development costs amounted to £42.1m, offset by £7.9m of profits from the sale of investments, redemption of Euro-

bonds and the write back of costs on the Ravenspurn North Gas Field. Earnings per share were 17.8p (23.5p).

The newspaper division saw trading profits rise from £46.5m to £51.5m. Associated was subject to an approved £1.02m offer from Daily Mail and General Trust, therefore a final dividend is not recommended.

M&G Dual Trust

M&G Dual Trust, split level investment trust, increased the asset value of its 10p capital shares from 1,745.79p to 1,886.48p in the year to September 30 1988.

Gross revenue showed an advance from £2.98m to £3.47m.

The final dividend is raised to 25p (20.25p) to make 45.3p (37.5p) for the year.

ERF plans £6.1m rights to fund assembly investment

By Kevin Done, Motor Industry Correspondent

ERF (HOLDINGS), the UK's last publicly-quoted independent truck maker, is to raise £6.1m via a one-for-four rights issue.

The group is planning to increase its investment in assembly facilities and marketing support and is investigating the possibility of adding new capacity at a third assembly site in Cheshire.

It is issuing 1.53m new ordinary shares at 390p per share. ERF said it was planning to raise its dividend for the current year to 11p against 9p in 1987-88.

The share price, which has risen rapidly in the last 12 months to a 1988-89 peak of 496p from a low of 155p, dropped 23p following the announcement to close at 393p. ERF's fortunes have been

transformed in the last two years with the introduction of a highly successful new vehicle range and rapidly climbing production and sales.

The company has outperformed the generally booming UK heavy truck market and last year increased UK vehicle sales by 45 per cent to 3,740, compared with an near-19 per cent rise in the overall heavy truck market. In mid-December, order books were a third higher than a year earlier.

ERF said that the rapid expansion had meant that it had had to make significant investments in computer systems, marketing support resources and working capital.

In the last two years it has enhanced its math assembly plant at Sandbach and this month brought a new assembly

line into operation at its Middlewich site. Potential assembly capacity has been increased by nearly 70 per cent to around 28 trucks per day. ERF is currently producing some 21 vehicles per day.

Mr John Hobbs, finance director, said the company was now investigating setting up a further assembly line at Winsford, Cheshire, on the site of its former fire engine plant, closed in 1975. The site is available from the end of 1989 and could provide capacity for building up to 10 trucks per day, he said.

ERF increased pre-tax profits to £5.6m (£718,000) in the year to end-March 1988 after making losses in four of the previous six years. Pre-tax profits are expected to exceed £7m in the year to end-March 1989.

WE'RE MORE THAN JUST HIGH FLYERS

In the year ending 30th September 1988, our profits before tax soared by 72% to £17,323 million. Our earnings per share rose by 60%. But the most impressive figure of all is the increase in our net assets: up 64% to 398p.

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For more information, ring Richard Burgess, Group Finance Director on 01 - 499 6060.

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UK COMPANY NEWS - THE PROPOSED BID FOR GEC

Problems in the carving up of the rump

Terry Dodsworth on how Metsun must add sparkle to GEC's other divisions

IF THE telecommunications and defence divisions were to be stripped out of GEC...

ment. They typically throw off cash, and they could almost certainly be absorbed by a predator as they stand...

The largest division among these activities is the newly-created power systems group, which GEC has been planning to inject into a joint venture with Alsthom of France.

This embraces a wide variety of activities, from diesel engines and gas turbines to power generation, railway traffic systems and a 30 per cent stake in the National Nuclear Corporation.

Over half its sales of £1.26bn go overseas, and it earns profits of around £150m. The next largest operation is the consumer products division, consisting mainly of Hotpoint, Creda and the Osram lamp interests.

Hotpoint has recently been one of the successes of the UK domestic appliances industry, storming to market leadership for washing machines, tumble-dryers and dishwashers.

The company has been criticised for failing to move aggressively into foreign markets in the manner of Electrolux or the Italian producers. But it has achieved financial returns

They are mostly in relatively pedestrian, unexciting areas, far removed from the spotlight which plays intermittently on the esoteric business of sophisticated electronic weaponry, or the hi-tech field of modern telephony.

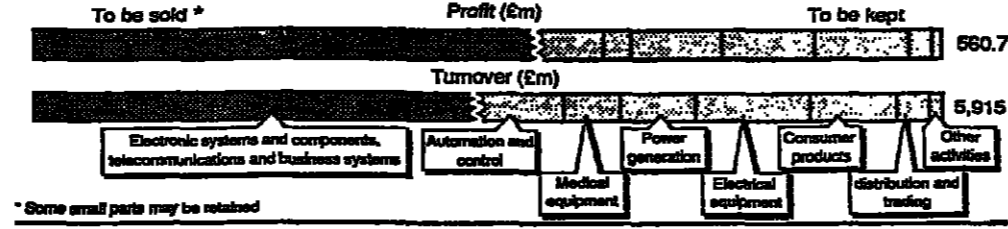
Here and there, electronics plays a part in these activities, but they are by no means central to their operations.

On the other hand, they are typical GEC businesses in one crucial sense.

They are all free standing, all are run by their own managements, and are capable of financing their own develop-

The break-up of GEC

Year to March 31 1988



well above those of its international rivals, and has taken a cautious view about the potential gains to be made from large scale international manufacturing.

Last year, this division had sales of £282m - a 50 per cent increase on the previous 12-month period - and made profits of £50.2m.

The automation and control segment is roughly the same size as domestic appliances, with turnover of £551m and profits of £45.7m last year.

In this business, GEC has been tentatively pushing out into overseas markets over the last two years, with the acquisition of Gilbarco in the US

and the purchase of a 30 per cent stake in Berkel of the Netherlands.

Gilbarco has strengthened GEC's position in petrol pump dispensing equipment, while Berkel has given it a foothold on the continent for the distribution of meters and measuring equipment made by its Avery division.

In these businesses it is fair to say that GEC has brought new electronic technology to bear to help transform a fairly traditional area of manufacturing with a dash of modern technology.

Medical equipment is another area where electronics is playing an increasing role.

Here, GEC is mainly active in the US, where its Picker division, acquired in the late 1970s, generates turnover of about £267m and profits last year of £20.7m - a low level from which it has bounced back strongly this year.

Finally there is the office systems division spun off last year from the telecommunications activities.

These are centered on AB Dick, the US producer on which GEC has lost money in the past, but which has recently been turned into profit. This division has been growing both organically and through acquisition, where the

purchase of the Videojet Industrial coding and graphics printing company has given profits a strong boost.

One of the key issues for potential investors in these operations would be the ability of any other company to run them more effectively than they are at present.

Most of them exhibit the characteristic signs of GEC's parsimony in physical investment. They are frequently based in dingy plants where spending appears to have been limited to absolute essentials.

But the return on capital is generally high, and returns on sales are respectable compared to international rivals.

At the same time, GEC is a name that commands some respect in world markets, for all the criticism thrown at it in the City.

This could be important in the development of these businesses because of the potential a name gives in forging alliances with influential overseas companies. There is little doubt that if Metsun acquired these operations, it would be faced with a similar need to find international partners.

STC's involvement vital to success of takeover plan

By Hugo Dixon

STC REPRESENTS the union jack in the jigsaw puzzle that Lazard, the UK merchant bank, is trying to put together to bid for GEC.

The Lazard plan - as it was envisaged early this week - was for STC to take over GPT, the 50-50 telecommunications joint venture between GEC and Plessey, for about £1.5bn.

Half of this cash would have been channelled through to GEC's shareholders to entice them to accept the bid. The other half would have been paid to Plessey.

With its cash, Plessey would then have been able to afford to buy a significant slice of Marconi, GEC's defence company. It is understood to be most interested in its radar, sonar and torpedo businesses.

However, if STC is not involved, the deal seems likely to unravel.

Lazard is understood to be talking to AT&T, the giant US telecommunications company, about taking a stake in GPT. However, its involvement would lend weight to criticism that GEC was being carved up by foreigners.

£100m in the first half of the current financial year.

The main thrust of STC's strategy was to focus on two core businesses - telecommunications and computers. As such, it has been trying to get the benefits from the convergence in computing and telecommunications technologies, which have eluded many of its international competitors.

Its computer business centres on ICL, the UK's only indigenous manufacturer of mainframes. Instead of trying to sell computers across the board, it has focused on selling into selected sectors such as the government and retailing sectors. This strategy was taken one step further last December, when it bought Datachecker, a US company which specialises in electronic point of sale systems.

STC's telecommunications business has had to recover from its removal from the British project to develop a digital telephone exchange in the early 1980s.

Its strategy has been to build up a telecommunications business, which does not rely on making its own switch, and has three prongs: underwater fibre-optic cables, transmission systems and a new area called "intelligent networks".

This strategy has recently started to bear fruit. In the past month STC has won two contracts (worth \$200m and \$150m) to supply major sections of new telecommunications cables crossing the Pacific and Atlantic oceans. This has reinforced its position as one of the world's leading companies in this field.

Its emphasis on transmission systems started paying dividends last year, when it was chosen by British Telecom as a joint supplier with GPT for its new fibre-optic systems in business centres. Meanwhile, its strategy for intelligent networks took a step forward with the purchase of Computer Centres, a US company specialising in this area, for \$183m, which was completed earlier this week.

Buying GPT would enable STC to get back into the public switching market. However, it may not be prepared to pay the price of risking its recent achievements.

Northern keeps in transatlantic hunt for possible GPT stake

By Terry Dodsworth, Industrial Editor

IF THE proposed consortium bid for GEC is kept on the rails, it is likely to involve at least one transatlantic company - Northern Telecom, the Canadian telephone exchange manufacturer.

Northern is a major shareholder in STC, the UK electronics company which would like to take over GPT, the joint venture telecommunications company owned by GEC and Plessey. The Canadian group acquired a 27.5 per cent stake in STC almost a year and a half ago as part of its long-term strategy of international expansion. An interest in GPT could be an important element in this growth.

So far, Northern has said nothing officially about its tactics in the complex bid manoeuvres now going on in

London. Its chairman, Mr Ed Fitzgerald, a bluff, tough manager who has achieved great success for Northern in the US market, attended STC's board meeting to discuss the bid proposal earlier this week. But yesterday he was back in Canada, presumably mulling over his options.

Northern's strength as a potential partner in GPT lies in its technology. Along with Alcatel, the French company, it was a pioneer in the development of digital telephone exchanges, using its expertise in this advanced area in the early 1980s to expand its position in the US. For a time, it led American Telephone and Telegraph, the world's largest telecommunications group, in the installation of digital lines, and still remains roughly on

level pegging with its redoubtable rival in this field.

Northern has used its lead in digital systems to develop advanced overlay switching products for the public telephone network, with products such as the 0800 free calling system. It is this sort of equipment that could make the company particularly attractive to customers such as British Telecom in Europe, which are now anxious to follow the US lead in installing sophisticated products of this kind, but does not have them readily available in Britain.

Like other of the world's big telecommunications manufacturers, however, Northern has found it difficult to penetrate overseas markets. It has achieved something of a breakthrough in Japan, where it

supplies to NTT, the large public telephone operator, and it has been battering away in Italy, one of the few markets where there is a significant opportunity to set up as a large-scale producer of public exchanges. But its main growth has been coming through steady organic expansion.

This development has come mainly in the area of private office telephone exchanges, where it is now a leading European supplier, and packet switching - a technique for maximising the use of the telephone network by sending a number of different messages down a single line almost simultaneously. It will also shortly open its first European plant at Verdun in northern France, where it will make pri-

vate exchanges.

Meanwhile, the stake in STC has led to a series of co-operative projects to develop new joint technology and transfer expertise that each company has in specific areas. This is reportedly going well, with about 40 Northern engineers stationed in the UK working on these programmes out of a total of about 260.

Financially, Northern has plenty of room for manoeuvre, despite a dip in profits in the first nine months of this year, when its net earnings dropped to £201m from £207m. The company is currently restructuring its operations in North America, and has announced a \$200m charge and 2,500 redundancies. But at the end of September it had shareholders' funds of about \$2.5bn support-



Ed Fitzgerald - mulling over his options. ing net debt of only about \$160m.

Robert Lowe acquisition and £3.95m rights issue

ROBERT H. LOWE, supplier of children's wear, sports and leisurewear and of specialist printing and packaging, has agreed to acquire Lewing, sports and leisurewear manufacturer. The initial consideration of £3.5m is to be satisfied by £2m cash and £1.5m in new redeemable convertible preference shares.

Lowe also announced sharply higher annual pre-tax profits and a rights issue of convertible redeemable preference shares to raise £2.95m. Of this, £2m will satisfy the cash element of the acquisition. The rest will reduce Lowe's indebtedness and gearing.

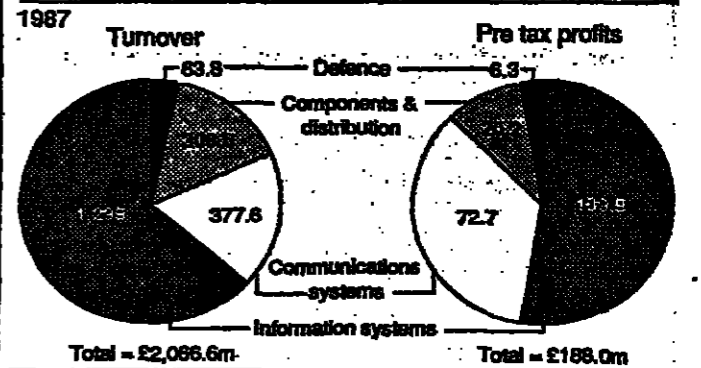
Manchester-based Lewing's profits before tax and management charges in the year to March 31 1988 were £333,000. Further payment of £250,000 is to be made on April 30, satisfied by the issue of Lowe shares. A loan note of £1m

redeemable is to be issued in February 1990. Additional consideration depends on annualised profits up to October 31 1990 exceeding £2.3m. However, a clawback up to £100,000 would apply if Lewing profits for the 10 months to October 31 1989 failed to exceed an annualised £1m.

Pre-tax profits at Lowe in the year to October 31 rose 76 per cent from £551,000 to £1.5m on sales more than doubled from £13.32m to £28.28m. A final dividend of 2.25p (1.5p) is proposed, raising the year's total to 3.5p (2.8p).

The terms of the rights issue are nine preference shares at 100p each for every 30 Lowe ordinary shares held. Lowe said yesterday that loss-making Babygro, acquired in August for £4.3m, was responding well to corrective action and would return to profit in the current year.

STC



Banner nears Avdel limit

SHARES in Avdel eased by 1 1/2p to 93 1/2p yesterday after Banner Industries, the former frustrated bidder for the UK fasteners group, narrowed the limit of the shares it can buy. Banner, whose offer has lapsed, said yesterday that it has about 44.3 per cent of Avdel's voting rights. It could

still buy another 1/4m shares, equivalent to another 0.4 per cent of the voting rights.

Banner's buying has kept Avdel's price above the 52p-a-share recommendation from PricewaterhouseCoopers, the first close is on Friday. PricewaterhouseCoopers claims about 44.3 per cent of Avdel's voting rights.

COMPANY NEWS IN BRIEF

AMERICAN BUSINESS Systems' US operating company, Danka Industries, has acquired ACTA-FAX Business Machines for \$3.5m (C100m). ACTA-FAX, based in Columbia, South Carolina, currently generates pre-tax profits of \$585,000 on sales of \$6m. J BIBBY and Sons annual meeting was held at although there had recently been a gradual resumption in demand for eggs, the agricultural division had suffered some loss of feed volumes due to problems in the egg industry.

in 120,889 shares; the rest of the capital is already held in the group. CAIRD GROUP has acquired three waste disposal businesses in Aberdeen for £1.2m. Nimmo Equipment Services from Dan Lee Rubber Industries in shares and cash, Neil Sharp Skip Hire for £385,000 in cash and the waste disposal business of Cebo UK for £145,000.

BOARD MEETINGS

Table listing board meetings for various companies including Daily Mail & General Trust, Gardner, etc., with dates and times.

PUBLIC WORKS LOAN BOARD RATES

Table showing effective January 11, with columns for loan terms (e.g., Over 1 up to 2), rates by type (BY, BYT), and maturity.

DIVIDENDS ANNOUNCED

Table listing dividends for various companies like Banks (City & Co), Barbour Index, Bepack, etc., with columns for current payment, date, and total for year.

ANGLO LEASING plc £250,000,000 Multiple Option Facility. Arranger and Agent: S. G. Warburg & Co. Ltd. Senior Lead Managers: Algemene Bank Nederland N.V., The Bank of New York, etc.

UK COMPANY NEWS

Warnings of a downturn in the paper industry come to nothing
Robert Horne turns in 17% rise to £15.4m

By Maggie Urry

ROBERT HORNE, paper merchant, reported "yet another very good year" in the words of Sir Kenneth Berrill, the group's chairman. Pre-tax profits rose by 16.9 per cent to £15.4m in the year ended September 30, on sales up 20.1 per cent to £187.6m.

Sir Kenneth said there was no sign of the widely-forecast downturn in the paper industry and that the current year had started well. The A non-voting shares rose 22p to 255p yesterday.

The paper merchanting side contributed nearly 90 per cent of profits. After some pressure on margins in the first half the group said the position had stabilised. The Scottish subsidiary had a good first year of operation.

Sales in the division rose by 17.4 per cent, a combination of a volume gain of 13 per cent, compared to 11 per cent for the market, and price increases worth about 5 per cent. Operating profits were up 11.1 per cent to £13.7m.

Horne is extending its warehouse at Northampton, and installing a new computerised system. Both would be operational at the end of the current financial year.

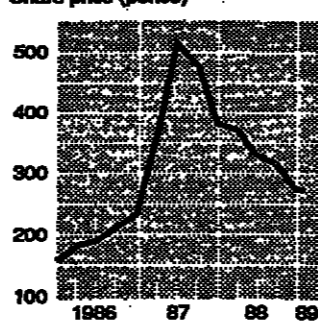
The expenditure will incur interest charges though the company expects that these would be covered by cost savings and expansion when the new facilities opened. The group ended the last financial year with gearing of 8.6 per cent.

Horne has been seeking to build up activities outside paper merchanting and has recently purchased three office supply businesses with a combined turnover of £18m, at a total cost of £8m. By putting the three, all based in the South East, together there should be margin gains to be made, the group said.

Three other divisions showed strong profits growth. Tissue, a fasteners business, increased profits by nearly 40 per cent to £817,000. Atkins & Cripps, an importer and dis-

Robert Horne

Share price (pence)



tributor of hardwoods, acquired in 1987, contributed £553,000 to profits in its first full year. Spectrum Adhesive Coaters, which makes self-adhesive labels, showed an almost four-fold profit rise to £363,000.

Earnings per share rose 14 per cent to 30.1p and the annual dividend is up by 17.9

per cent to 6.25p, net by virtue of a 5.7p (5.0p) proposed final payment.

COMMENT

There is still strong growth in demand for paper, particularly the coated grades used for advertising and magazines. Horne seems to be having no difficulty in passing on price increases from the paper mills to customers. A 5 per cent price rise in October is being followed up by further increases in the next couple of months. If there were to be a slump in demand and prices for the paper mills were inevitably fall, but there seem to be no clouds on the horizon yet. Meanwhile, Horne is rapidly building up other activities which could provide a some cushion if the worst happened. With profits this year expected to reach around £17.5m, the prospective p/e on the A shares is 7.5. That still looks on the low side in spite of the near 10 per cent rise in the share price yesterday.

Cakebread shares rise on news of 29.8% option buy

By Nikki Tait

SHARES IN Cakebread Robey, Enfield-based builders' merchant, yesterday rose sharply on news that Froika, a private company with property and hotel interests, had acquired an option over 29.8 per cent of Cakebread voting shares, plus some of the non-voting class. Cakebread A shares rose 12p to 162p. The company is currently capitalised at just under £10m.

Froika has already made informal approaches to certain Cakebread board members to see whether they would be interested in disposing of their holdings.

However, after a board meeting yesterday, Cakebread said that directors representing 57.79 per cent of the voting rights had confirmed that they had no present intention of selling.

The shares involved in the option agreement are currently owned by Mr Frank Cakebread, who was at one stage deputy chairman of the group, but is now no longer on the board.

Froika, run by Mr Firoz Kassam, has bought an option over 233,859 ordinary shares - which carry the votes - and 1.15m A shares.

The option period started on Tuesday and expires on February 21. If the option is exercised, the cost to Froika will be £2.53m.

Yesterday, NatWest Stockbrokers, who are acting for Froika, said that they did not know what consideration, if any, might have been paid for the option itself. They added that they understood Mr Kassam believed he could bring some property expertise to the group.

Cakebread Robey has been subject to bid approaches in the past, but the two major sets of shareholders - the Robey family, which is represented on the board through Mr Ian Robey, the chairman, and the well-known holding company belonging to Smith & Sons - have rebuffed such advances. These stakes account for the voting share majority mentioned in yesterday's board statement.

Southern Business pleases City with 66% expansion to £6.8m

By David Waller

SOUTHERN BUSINESS GROUP, photocopier and vending machine contractor, reported pre-tax profits up 66 per cent to £6.8m in the year to September 30. The outcome included property profits of £300,000.

Mr David McErlain, managing director, reported that current year trading continued at record levels. His bullishness, combined with the fact that the results were significantly ahead of expectations, yesterday helped the shares gain 20p to close at 357p.

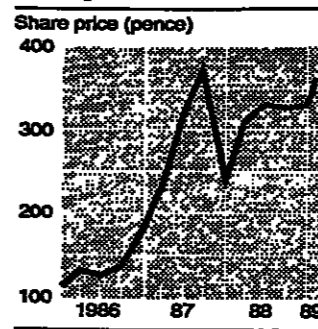
Turnover climbed 49 per cent to £19.31m and earnings per share advanced by 42 per cent to 30.4p.

Group forward contracted income - the minimum level of turnover to be generated by the group - stood at £150.6m, 77 per cent up on the previous year's £85m. The proposed final dividend is 3.8p, making a total of 6.01p (4.6p) for the year.

Mr McErlain said that all parts of the company had done well during the year. Recent acquisitions - in the form of Benworth, Electronic Business Machines and Pionea - were made on a cost-plus basis rather than a straight sale or service agreement. The result of these two unique features is that profits vaulted ahead in every six month period. The impressive hike in gross margin in yesterday's figures (from 29.7 to 31 per cent) show that the formula can be applied to recently acquired companies with great effect. Combine that with the growth to come from building on a low market share, and earnings should continue to grow at the rate of (at least) 25 per cent a year. Assuming £8.7m-£9m pre-tax profits in the current year, and an actual tax charge of 10 per cent, the shares seem grossly undervalued on a prospective multiple of under 10.

Southern Business Group

Share price (pence)



acquisitions - in the form of Benworth, Electronic Business Machines and Pionea - were made on a cost-plus basis rather than a straight sale or service agreement. The result of these two unique features is that profits vaulted ahead in every six month period. The impressive hike in gross margin in yesterday's figures (from 29.7 to 31 per cent) show that the formula can be applied to recently acquired companies with great effect. Combine that with the growth to come from building on a low market share, and earnings should continue to grow at the rate of (at least) 25 per cent a year. Assuming £8.7m-£9m pre-tax profits in the current year, and an actual tax charge of 10 per cent, the shares seem grossly undervalued on a prospective multiple of under 10.

COMMENT

Southern Business operates an

ingenious management system which has the dual effect of keeping down costs and motivating its employees with bonuses that do not eat into profits. At the same time, it concentrates its marketing energies on supplying photocopier machines on the principle of securing contracts on a cost-plus basis rather than a straight sale or service agreement. The result of these two unique features is that profits vaulted ahead in every six month period. The impressive hike in gross margin in yesterday's figures (from 29.7 to 31 per cent) show that the formula can be applied to recently acquired companies with great effect. Combine that with the growth to come from building on a low market share, and earnings should continue to grow at the rate of (at least) 25 per cent a year. Assuming £8.7m-£9m pre-tax profits in the current year, and an actual tax charge of 10 per cent, the shares seem grossly undervalued on a prospective multiple of under 10.

Cluff Rcs takes further steps into gold mining

By Kenneth Gooding, Mining Correspondent

CLUFF RESOURCES, the USM-quoted group, has taken further steps in its strategic move away from being a loss-making minor oil company to a profitable medium-sized gold mining concern.

It has acquired a 42 per cent interest in Minera Horus, a Chilean company which operates La Peza gold mining project in that country where reserves totalling 160,000 troy ounces have been recently established.

Cluff's interest will be increased to 50 per cent on completion of a feasibility study and the arranging of development funds. Cluff said yesterday its objective was to

start production in the middle of this year at an annual rate of at least 20,000 ounces.

It said the cost of bringing the mine into production would be less than \$4m (£2.26m).

Cluff has also acquired the remaining 50 per cent of its Ghana exploration venture - which has two exploration licences in the Ashanti region - and the Cliff Taywood Mining Company from Taylor Woodrow Construction.

Production at the Rebecca mine in Zimbabwe started on October 28, slightly behind schedule but within budget. Output has been a profitable 2.7 kg of gold a day.

BP offshoot to take 40% stake in diamond project

By Kenneth Gooding, Mining Correspondent

BP MINERALS, the British Petroleum subsidiary about to be sold for £2.4bn to BIZ, has agreed to spend up to \$6m (£3.28m) for a 40 per cent interest in Indonesia's first diamond mining project in south east Kalimantan.

Acorn Securities, an Australian mining company which currently has a 60 per cent interest in the venture, said BP Minerals would attempt to increase the proven diamond bearing gravel reserves to a volume and grade sufficient to give the mine a minimum life of ten years and to attract

non-recourse finance.

The Perth-based company said that those objectives should be achieved over the next 15 months with expenditure of \$3.5m - £1.5m to be spent in the first six months at which stage BP Minerals has the option to withdraw with no retained interest.

If BP Minerals retains its interest in the project, Acorn's shareholding will drop to 32.5 per cent. Other partners in the venture include Aneka Tambang, the Indonesian state-owned mining company, with 20 per cent.

Carron Phoenix

Carron Phoenix, kitchen sink maker and catering equipment distributor, raised its profits from £1.4m to £1.51m pre-tax for the year to October 1 1988. Turnover rose by £2.44m to £17.6m.

Shareholders in the company, which joined the USM a year ago, are to receive a total dividend of 4p via a final of 2.67p. Earnings emerged at 9.4p (10.1p).

Economic Forestry

Profits of the Economic Forestry Group totalled £1.94m pre-tax for the 53 weeks to October 2 1988, 55 per cent ahead of the £1.25m for the preceding 52 weeks. Turnover rose by almost 22m to £27.65m.

Earnings were 9.8p (8.19p) and a final dividend of 3p raises the total to 3.25p (3p). The USM group is engaged in the establishment and management of forests and woodlands.

USM & THE THIRD MARKET

The Financial Times proposes to publish this survey on:

6TH FEBRUARY 1989

For a full editorial synopsis and advertisement details, please contact:

EDWARD MACQUISTEN
on 01-248 8000 ext 3300

or write to him at:

Bracken House
10 Cannon Street
London EC4P 4BY

ACE BELMONT

Double up at 12 months

Ace Belmont International, Humberside-based caravan manufacturer, lifted pre-tax profits from £2.84m to £5.82m in the year to August 31 1988. Sales totalled £31.23m - a rise of 60 per cent on the previous year's £50.73m. After tax of £2.62m (£229,000), earnings per £1 share rose to 161.25p (80.9p).

Ace Belmont International plc

SUMMARY OF RESULTS FOR THE YEAR ENDED 31st AUGUST 1988

	1988	1987
Turnover	£1,389	£0,733
Profit before taxation	5,617	2,837
Taxation	(2,022)	(929)
Profit after taxation	3,595	1,908
Extraordinary items	(84)	(124)
	3,511	1,784
Preference dividend	(209)	(209)
Profit retained	3,302	1,575

SUMMARY FROM THE REVIEW OF THE CHAIRMAN, MARTIN SHAW, LL.B.

- Pre-tax profits almost doubled
- Turnover substantially increased
- Earnings per share 161.25p (1987 80.9p)
- Queen's Award for Export Achievement
- Significant contribution to profits by Property division

Swinemoor Lane, BEVERLEY, North Humberside

BARBOUR INDEX

Profits top the £2m mark

BARBOUR INDEX, provider of specialist information services to the construction, health, safety and computer markets, increased pre-tax profits from £1.91m to £2.18m in the six months to October 31. This rise was achieved on turnover 30 per cent ahead from £3.95m to £5.1m. Earnings per share moved up 17 per cent to 17.1p (14.6p) and the interim dividend is raised to 2.5p (2p).

Mr Patrick Barbour, chairman, said the rate of development expenditure had increased to include the development of new services and a re-design of the compendium.

He said profits were still weighted towards the first half, but the second would continue its trend of producing an increasing share of profits.

ACE BELMONT

Double up at 12 months

Ace Belmont International, Humberside-based caravan manufacturer, lifted pre-tax profits from £2.84m to £5.82m in the year to August 31 1988. Sales totalled £31.23m - a rise of 60 per cent on the previous year's £50.73m. After tax of £2.62m (£229,000), earnings per £1 share rose to 161.25p (80.9p).

SIDNEY C BANKS

Less stress on farm supplies

Despite a rise in sales from £33.8m to £31.63m, interim pre-tax profits at Sidney C Banks fell slightly from £1.26m to £1.09m. After tax of £376,000

WYKO GROUP

Recovery in manufacturing

A strong recovery by its manufacturing division enabled Wyko Group, USM-quoted bearing and power transmission component distributor, to raise pre-tax profits by 62 per cent from

Weekly net asset value

Leveraged Capital Holdings N.V. on 09.01.89 was US\$267.55

Listed on the Amsterdam Stock Exchange

Information: Pierson, Holding & Pierson NV.

(£452,000), earnings at this grain and agricultural merchant came out at 10.6p (12p).

The interim dividend remains 2.125p. The directors said activities not directly related to the supply of farm products continued to be developed. The contribution to profit from these businesses had increased.

REAL TIME CONTROL

Setback at midterm

Profits of Real Time Control, USM-quoted manufacturer of electronic keyboards, colour terminals and advanced information systems, fell from £237,000 to £22,000 pre-tax for the half year ended September 30 1988.

Directors blamed the setback on costs associated with a continued development of products which were required to furnish a dealer marketing operation, both at home and overseas.

They added that the figures did not reflect advances in the period which should provide the basis of the company's future profitability.

The half year saw turnover improve to £1.85m (£1.58m). At the trading level, however, sales rose to £2.1m, a loss of £21,000 compared with previous profits of £148,000. Earnings per 5p share emerged at 0.8p (2.3p).

BESPAK

Advance at six months

Bespak, manufacturer of specialised road value systems, raised its profits by 12 per cent to £1.61m pre-tax for the half year ended October 28. Turnover pushed ahead from £9.01m to £9.48m. Earnings rose by 7 per cent to 7.3p per 10p share and the interim dividend is being stepped up 0.25p to 2.25p.

DOWTY

Expanding via acquisition

Dowty, the engineering group, is expanding its information technology interests with the acquisition of Mayze Systems for a maximum of £5.1m. The company will be used to spearhead Dowty's international marketing efforts in data communications products.

Formed 18 months ago, Swindon-based Mayze designs and manufactures a range of modems and multiplexes.

£763,000 to £1.24m in the six months to October 31 1988. Last year's profit was struck after an exceptional charge of £27,000. Turnover rose by 11 per cent to £18.88m. After tax of £475,000 (£370,000), earnings per 10p share almost doubled at 4.32p (2.52p).

The improvement on the UK manufacturing side meant group-wide profit figures were more balanced. The manufacturing operation made a profit of £385,000 (£11,000 loss); UK distribution profits slipped from £253,000 to £453,000, but the international contribution was ahead at £392,000 (£348,000).

The interim dividend is increased to 1.25p (1.1p).

COATED ELECT

Warning about the full year

Coated Electrodes International returned to the black in the first half with pre-tax profits of £211,000 against losses of £184,000 in the second half of the previous year. However Mr Michael Mallett, chairman, warned that action to resolve remaining problems would eliminate profits for the full year.

Profits for the six months to October 2 compared with £925,000 in the same period of the previous year on turnover at £5.2m (£5.37m). Mr Mallett said the figures for the USM-quoted Sheffield-based company with interests in coated electrodes, graphite recovery and machinery and refractories had been affected by a significant loss at Sarclad.

Earnings per 5p share were 1p (3.7p) and the interim dividend has been passed after 1.4p last time. Last year's final was also passed.

MARKHEATH

Sharp progress to £3.78m

Markheath Securities, commercial and residential property investor and developer, lifted taxable profits 86 per cent to £3.78m in the six months to end-September. Turnover rose from £3.82m to £15.58m.

Income from investment properties almost doubled to £883,000 (£425,000), but dividends receivable dipped sharply to just £43,000 (£729,000).

Earnings per share expanded to 4.02p (2.64p). The interim dividend is raised to 1.5p (1p).

FLEMING OVERSEAS

Good rise in earnings

Fleming Overseas Investment Trust increased net asset value to 206.1p at the end of 1988, from 188.2p a year earlier. With pre-tax revenue for the

half year to December 31 up to £4.98m (£2.52m), earnings per share showed a sharp rise from 1.25p to 2.43p. The board said full-year earnings were likely to show a substantial increase over last year's 2.71p.

The directors intend to recommend distribution in the final dividend of most of any increased earnings. The interim dividend has been stepped up from 1p to 1.5p - last year's final was 1.7p.

WESTPOOL

Benefiting from interest income

Westpool Investment Trust, investment holding company, announced pre-tax profits 53 per cent higher at £3.99m in the six months to October 31.

Directors said that the increase reflected a full half year's interest on money deposited. They expect to retain a substantial part of current cash deposits and full year profits would reflect benefits of the resulting income.

Gross income amounted to £3.42m (£2.39m), with the dividend from the London Merchant Securities subsidiary contributing £2.88m (£2.23m). Earnings per share were 2.32p (1.56p). The interim dividend is maintained at 0.35p.

ALEXANDERS HLDGS

Sharply up at £1.73m

Pre-tax profits rose 91 per cent to a record £1.73m at Alexanders Holdings in the year to September 30 1988. The advance from £905,000 previously was achieved on turnover up 24 per cent from £68.16m to £84.5m.

The directors of the company, Scotland's biggest Ford main dealer, have recommended a dividend of 1p, up from 0.75p on earnings per 10p share of 3.15p (1.46p).

Mr Bertie Loudon, chairman, said the profits growth was generated by all areas of the business and reflected efforts to reduce borrowings and improve overall efficiency. The surplus on the sale of an investment property after the end of the year would be reflected in the current year.

JURYS HOTEL

Sights set on record return

Jurys Hotel Group, Dublin-based hotel operator, reported pre-tax profits ahead of £1.65m (£1.37m) for the half year ended October 31 1988, compared with a previous £1.55m.

Turnover rose from £9.24m to £9.84m. The interim dividend is lifted to 1.6p (1.5p), payable from earnings of 7.08p (6.57p) per share.

Improved trading was continuing into the second half, the directors said, and they expected record profits for the year.

HILCLARE

Midway decline to £72,000

In its first results since joining the Third Market in June Hilclare has reported a decline in pre-tax profits to £72,000 from £175,000. The company, which designs and manufactures electronic, electrical, security and lighting products, forecast at the time of its debut, pre-tax profits for the year of not less than £250,000.

Turnover in the first half dropped to £651,000 (£1.14m). Trading in that period is normally lower than in the second half. The directors said results were ahead of budget in respect of sales and pre-tax profits.

ABBAY PANELS

Setback at year-end

Abbey Panels Investments, precision engineer and fabricator, reported a 36 per cent drop in pre-tax profits from £1.42m to £908,000 in the year to September 30 1988.

Turnover was down marginally from £19.6m to £12.42m and operating profit fell 39 per cent to £784,000 (£1.28m).

After tax of £460,000 (£720,000), a recommended final dividend of 1.5p (1.2p), making 3p (2.4p) for the year, came from earnings per share of 22.41p (85.88p).

The results for 1987 have been restated to allow for a change in depreciation methods. This has the effect of reducing the depreciation charge for 1987 by £221,000 and by £256,000 for 1987.

CANTORS

Turnover and profit up 15%

Cantors, furniture retailer, reported interim pre-tax profits ahead by 15 per cent at £926,000, against £804,000. Mr Harold Cantor, chairman, said that the company continued to trade satisfactorily.

Turnover for the six months to October 29 was up from £16.98m to £19.48m, also a rise of 15 per cent, and after tax of £394,000 (£380,000) earnings per share were up at 4.39p (3.85p). The interim dividend is raised from 0.75 to 1p.

Construction of the 100 new bedrooms on the Dublin Hotel site, to be known as Towers at Jurys, would be completed towards the end of February.

News Digest

COMMODITIES AND AGRICULTURE

Brussels plans tough farm price package

By Tim Dickson in Brussels

THE EUROPEAN Commission looks set to propose cutting support for cereal producers as part of a tough farm price package due to be unveiled in Strasbourg next week.

First indications of the Commission's thinking started to emerge yesterday when Mr Ray MacSharry, the new Irish Agriculture Commissioner, had outlined his preliminary thinking to his 16 colleagues at a meeting in Brussels. His ideas suggest that the Community's farmers can expect little help in the restrictive price policy of Mr Frans Andriessen, Mr MacSharry's predecessor.

Officials and diplomats stressed that negotiations were at an early stage but it is already clear that next week's package is likely to be presented to EC Farm Ministers at their meeting on January 23 - will contain controversial proposals for tightening up the EC's grain regime.

Cereals farmers already face an automatic 3 per cent cut in their guaranteed price next year following an announcement in November that the 1988/89 cereals harvest had been estimated at 162.5m tonnes - 1.6 per cent above the support ceiling of 160m tonnes agreed by heads of government last February. On top of this it is thought that the commission will propose that intervention purchases are in future restricted to four or five months of the year in Northern Europe (against seven months at the moment) and that the so-called monthly increment payments designed to discourage producers from putting their grain into storage are cut by 25 per cent and limited to four monthly instalments.

The cumulative effect of the Commission's plan is calculated by some to be a price cut exceeding 5 per cent, though this would be mitigated, at least in part, for most member states by adjustments to green currencies (the rates at which Ecu denominated prices are translated into national money). West German farmers, on the other hand, may face a price cut of 10 per cent in their own currency.

The overall thrust of the forthcoming package is expected to be a price freeze - but officials in the Commission are known to be recommending a 5 per cent cut in the guaranteed price of sugar. Sugar producers got off lightly in last year's famous stabiliser reforms but a cut could cause problems with Caribbean producers who, under a deal with the ACP bloc of developing nations, are guaranteed a 1.3m-tonne import quota, normally at the EC's guaranteed price.

Oil market remains firm, but bears wait in the wings

By Steven Butler

THE WORLD'S oil trading community appears to be growing ever more comfortable with the notion that the great surge of production by members of the Organisation of Petroleum Exporting Countries in the fourth quarter of 1988 has vanished, never to be heard of again.

Oil prices yesterday continued to firm following the weekly American Petroleum Institute report Tuesday night that US crude stocks fell in the week to January 6 by 5.55m barrels. Refined product stocks in primary storage rose by a smaller amount.

Scattered reports that Opec countries have sharply reduced output in the first week of this year has also given support.

A growing number of analysts now believe that oil consumption has grown much faster than was previously thought, thus allowing the increased Opec output to pass through the system quickly.

This view drew apparent support from yesterday's monthly report by the International Energy Agency, which lifted its estimate for growth in 1988 to 4.4 per cent, up from 4.2 per cent in the fourth quarter of 1987.

The IEA figures, however, also confirmed a big surge in

NON-COMMUNIST world oil supplies reached the highest levels in a decade during the fourth quarter of 1988, at 83.8m barrels a day, according to the monthly report of the International Energy Agency.

For the whole year, supplies reached 80.4m b/d. Opec production surged to a peak of 22.7m b/d in December, while Opec annual production averaged 19.5m b/d, an increase of 2m b/d over 1987.

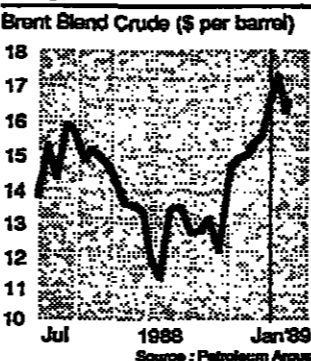
The IEA also reported a surge in the growth of consumption in the industrial-

ised countries during the fourth quarter, which it estimated at 4 per cent over the fourth quarter of 1987, including movements to secondary and tertiary stocks.

In 1988 non-communist oil consumption grew by 2.7 per cent, at 50.1m b/d, the highest since 1979.

As of January 1, stocks on land in the industrialised countries fell by 400,000 tons below the level a year earlier, although the IEA warned that stocks elsewhere might have risen.

Oil price



Source: Petroleum Age

test for oil markets will not come until the end of this month, or early February.

Cambridge Energy Research Associates, the energy consulting group, has completed a study that looks at previous surges in Opec production and concludes that if historical patterns are repeated, oil markets will be awash with oil in a few weeks time.

Mr Joseph Stanislaw, an author of the report, says that it takes about three months for a surge in Opec production to show up in US primary storage and refined product inventory. This means that when the

increased production finally lands and appears in regular statistical reports, it will coincide with the traditional February period of oil market weakness.

Prices tend to be weak in February because it lies between the stockpiling period for winter heating and the warm weather driving season.

The impact could be heightened, ironically, by current reduced UK output, which is down 500,000 barrels a day because of accidents on the North Sea. North Sea supplies are tight because of the drop in production, but this will begin to ease gradually in a few

weeks time, just as Middle East crude supplies build up.

The CERA study examines another peculiarity of the current market, which is the failure of prices for Dubai crudes to match the recent upward swing in prices for North Sea Brent and West Texas Intermediate in the US.

Brent and WTI typically trade at \$1.50 and \$2.50 a barrel premiums respectively over Dubai, reflecting differences in transportation costs and quality. These differentials, however, have widened to \$2.50 and \$4 in recent months.

CERA has found four periods in which Brent and WTI crudes traded at such premiums. In one case only, when Opec changed its price formula in 1986, did Dubai rise to restore the traditional price relationship. In all other cases Brent and WTI fell back, and CERA expects that to happen this time as well.

The lengths of these periods, averaging 21 weeks, also indicate an impending resolution of the current distortion, which has lasted for about 19 weeks.

Both WTI and Brent are traded more highly than Dubai, and are more affected by futures trading that factors in market expectations which can distort short term price

beaviour.

CERA concludes that crude prices are likely to decline, perhaps sharply, by late January or early February. The rate of decline could be further accelerated if secondary and tertiary storage, which lies outside of the main statistical reporting, is drawn down. This would be typical behaviour of consumers who do not wish to hold oil that is declining in value.

There are a number of factors that could hold up the price decline. The most prominent is the trouble in Mexico with the oil workers union, should a strike halt Mexican oil exports.

A meeting scheduled for London on January 26 between Opec and non-Opec producers could give a psychological boost to the market. And the Opec ministerial monitoring committee is planning to meet in March. This will keep traders on their toes, since the committee has the authority to call a full Opec meeting if prices deteriorate.

It is also, of course, possible that the world's capacity to absorb a surge in Opec production is much greater than many observers had thought. In any case, a test of these theories is at hand.

Why the bottom of the barrel never appears any closer

Steven Butler examines the significance of Saudi Arabia's 50 per cent upgrade of estimated reserves

SAUDI ARABIA this week single-handedly extended the world's total supply of oil at current rates of consumption by nearly four years when it added 85bn barrels to its estimates of recoverable reserves.

This means that the world now has about 45 years' supply of oil.

Fears that oil is about to run out, as the accompanying graph illustrates, never seem to amount to anything serious. Indeed the more oil the world consumes, the more it seems able to replace it.

The Saudi Arabian upgrading of its reserves followed substantial increases in 1986 and 1987 by Kuwait, the United Arab Emirates, Iraq, Iran, and Venezuela.

Relatively little of this oil represents new discoveries. Instead geologists are taking a fresh look at old fields, using newer technology to evaluate them, and are concluding that there is a lot more oil that can be produced than was originally thought.

This results both from a better ability to look into the ground to judge the size of oil reservoirs, and also a better understanding of how to manage reservoirs to yield the maximum amount of oil.

This trend has affected reserve estimates across the

globe, from the North Slope of Alaska and the North Sea to the Middle East.

Oil is lodged at high pressures in underground rocks, or sands, and a good performing reservoir will flow oil to the surface when tapped with a drill bit.

Reservoir pressure, however, tends to give out when only a small portion of the oil is retrieved, and production can be enhanced by injection of water, gas, or some chemicals, or by skillful tapping of the reservoir at multiple points.

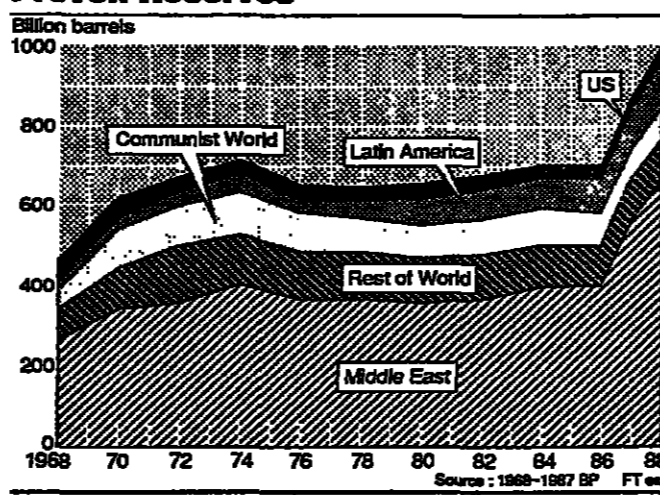
With today's technology and price environment it may still be economic to recover only, say, 40 per cent of the total oil in a reservoir, and this means that if technology improves and should oil prices rise, recoverable reserves will also go up.

As with most other commodities, a shortage that prompts a rise in prices almost automatically leads to greater supply, even leaving aside the question of further exploration, which would produce new discoveries. There is no question yet of oil running out.

Given all of these variables, estimating recoverable reserves can be more of an art than a science, and often a political act at that.

When in 1987 Iraq increased

Proven Reserves



Source: 1988-1987 BP FT est

its reserve estimates by 35bn to 100bn, there were plenty of doubters in the oil industry. Iraq was seeking a big increase in its production quota with the Organisation of Petroleum Exporting Countries, which it finally succeeded in achieving at last November's Opec meeting.

Estimates of reserve were part of a formula that once used to determine Opec quotas, although now quotas tend to be based on ad hoc adaptations of previous alloc-

ation levels.

This, of course, raises the question of why Saudi Arabia has even bothered to undertake the six years of research that has led to this higher reserve estimate. For practical planning purposes it makes little difference whether Saudi Arabia is sitting atop 157bn or 252bn barrels.

Saudi Arabia does have more credibility than some of its Opec brethren, and there is little reason to doubt the broad accuracy of its most recent

reserves estimate. The previous figure was widely regarded as conservative.

In the near-term, however, the significance of the Saudi upgrading has far more to do with Middle East politics than oilfield management.

At its last meeting Opec agreed a quota allocation formula intended to carry the current forward until an entirely new basis for production sharing could be thrashed out. Until then any increased call on Opec production will be met by a proportionate increase in what members still call temporary quotas.

If the call on Opec production continues to rise, as it has recently, however, by the early 1990s some of Opec's smaller producers will run against capacity constraints. Other relatively small producers may wish to restrain increases in order to prolong the life of limited oil reserves.

This leaves the battle for market share to the five big oil producers - Saudi Arabia, Iran, Iraq, Kuwait and the United Arab Emirates - and, to some extent, Venezuela.

Collectively these six nations account for nearly 70 per cent of the world's total oil reserves, but only about 32 per cent of current production.

Sorting out claims for higher

production shares among these

holders will undoubtedly be a complex affair, overshadowed at times by the strategic considerations of the balance of power in the Middle East.

Iraq has already shown that a bit of aggressiveness and upgrading of reserve figures can result in a higher quota allocation.

This must be worrying to Saudi Arabia, which has a much smaller population and is no match for Iraq's position of military dominance in the Gulf.

The Saudis were certainly unhappy that nearly all of the increase in quota allocations at the last Opec meeting went to Iran and Iraq, and any extra bit of ammunition to strengthen its claim for a bigger share in the future is surely welcomed.

For the rest of the world, the increased Saudi reserve figure only serves as another reminder that while the earth holds plenty of oil, eventually the control over oil markets will inevitably pass again to the Gulf producers. This may take five, or ten or more years, all depending on how quickly oil consumption rises and on how long non-Opec production can be maintained. The non-Opec oil producers are running through reserves at a pace that simply cannot be sustained.

Rumours buoy New York cotton futures

By Deborah Hargreaves in Chicago

COTTON FUTURES prices have been buoyed by market rumours in spite of the lack of fundamental strength in the underlying physical cotton market.

The market broke out of its torpor last Thursday, in response to rumours that China had made a major purchase of this week's prices on the New York Cotton Exchange edged above 60 cents a lb for the first time since last July.

The rumours of Chinese buying are yet to be confirmed, but they have been enough to encourage a surge of speculative interest in the contract. Traders believe China has bought as much as 150,000 bales from the US and could be in the market for more.

China is traditionally a net exporter of cotton - the second largest in the world - but the country's stocks have run low after last year's poor crop. Any Chinese foray into the US market is significant since the country has not bought US cotton for many years. US cotton is in abundant supply, in fact, we're in a terribly overburdened situation," says Ms Judy Games, commodities analyst at Shearson Lehman Hutton in New York.

The US is expected to have a record carry-over this year of 3.5m bales, up from 3.2m last year. Demand has slackened as domestic and overseas textile mills have slowed operations in a weak cloth market.

"There is no fundamental long-term strength in the market," says Mr Ed Whitten, who trades cotton for Balfour Beatty in New York. He believes that if the March futures contract can break through the technical 60-cent-a-lb level, the market has the potential to go higher. But the drive behind it is purely speculative.

"We have seen some farmers coming into the market to fix their prices and when they do that, they believe the market to be near its high," Mr Whitten adds.

The US Department of Agriculture has set an export total for cotton this year of 5m bales, but although exporters are seeing some Far East demand, this is a lot lower than last year.

Pakistan's cotton production in the first four months of the season was slightly higher than last year despite the worst floods in 30 years, the all Pakistan Cotton Ginner's Association said this week, reports Bester from Karachi.

It said ginning factories had received 5.8m bales (375 lb each) up to January 1, up from 5.51m last year.

LONDON MARKETS

COFFEE PRICES regained much of Tuesday's losses yesterday morning before retreating in the afternoon as New York moved lower. The March contract closed at £1,181 a tonne, a rise of £14. Dealers said that market fundamentals remained constructive, but robust price movements were continuing to be influenced by New York's volatility, which is driven by big commodity funds and speculators. Physicals have remained quiet as the trade and roasters wait for the current volatility to subside. In the cocoa market, by contrast, fundamentals remain bearish. Talk that a reasonable proportion of the 200,000 tonnes of Ivorian cocoa bought by Sucres et Denrees and destined for current consumption might still be unsoled remained a depressive influence. On the LME base metals were generally steady.

Commodity	Close	Previous	High/Low
Dubai	222.40	222.00	222.00-222.20
Brent Blend	222.50	222.00	222.00-222.20
W.T.I. (1 pm est)	217.00	217.00	217.00-217.00
Oil prices			
WTI (per barrel FOB)	217.00	217.00	217.00-217.00
Brent Blend	222.50	222.00	222.00-222.20
WTI (1 pm est)	217.00	217.00	217.00-217.00
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WTI (1 pm est)	217.00	217.00	217.00-217.00
WTI (per barrel FOB)	217.00	217.00	217.00-217.00
Brent Blend	222.50	22	

LONDON STOCK EXCHANGE

Equity undertone remains confident

The London equity market finally ran out of steam yesterday, ending five consecutive trading sessions of broad advances. The background was an increasingly powerful market view that the two so-called consortium bids for GEC would not materialise in any realistic form and that the joint bid by GEC and West Germany's Siemens for Plessey would run into a referral to the Monopolies Commission and an inevitable protracted investigation into the £1.7 bn offer.

But dealers and analysts were by no means dismayed by the halt to the market's progress. "It's getting to the end of what has been an entirely satisfactory account from our point of view - excepting of course the job losses that now seem part of day-to-day life in the City. This marginal correction is no real problem: turnover is picking up, and there are plenty of bids, actual or rumoured, flying about. Let's hope the new year carries on like this."

Turnover yesterday, again substantially boosted by the major action in electronics, totalled \$81.3m shares, well ahead on Tuesday's \$66.9m and only slightly below Monday's \$91.4m. There were a few tremors in the market as sterling moved sharply higher against most leading currencies. The recently strong dollar came

under pressure after widespread intervention by many central banks, including the US Federal Reserve. Glaxo proved vulnerable to currency considerations, but two strong features emerged in the pharmaceutical arena: Wellcome, after a positive recommendation issued by one of the top US securities houses, and Becham, where a top UK brokerage put the stock on its buy list. Bid news yesterday included details of a £24m offer by a subsidiary of French oil group Elf Aquitaine, for speciality paints company Johnstone Paints. And the property group London Shop succumbed to

Anglia Securities, a builder of protected housing for the elderly, climbed 10 to 385p on bid hopes, while Cakebread Robey rose 12 to 182p on news that the private company, a subsidiary of Johnstone's, had acquired an option over 29.8 per cent of its voting shares. Johnstone's bid advanced 14 to 220p after a £24.15m recommended bid by Elf Aquitaine, the French government-controlled oil company. British Telecom were one of the best performing stocks in the electronics/telecom sectors with buyers said to be chasing the shares after a well-received presentation to analysts and institutions in the City of London. The presentation was hosted by BT itself. Hoare Govett, the securities house retains its positive position on the stock and is forecasting a rise in the share price to 300p.

Peel Holdings £200m-odd bid. The foods sector was upset by some heavy selling orders ahead of expected bad publicity, via a television programme, detailing possible dangers to health from pre-packaged foods and meat and poultry products. But confessional group Basset saw its shares race ahead after a bid approach. George Wimpey, one of the UK's leading housebuilders and construction groups, was among the market's strongest performers, amid hints that the Grove Charity Trust may be about to reduce its 35 per cent stake and that a bid for Wimpey could now be on the cards.

Late rush to buy Plessey

The GEC/Plessey battle erupted again late yesterday when the GEC/Siemens partnership was thought to have moved back into the market to buy more shares in Plessey, via GEC's joint bid. However, the standards of the past week or so rather sedate 3.5m in mid-afternoon, suddenly expanded and was finally 22m. It was thought that the joint bidders for Plessey had acquired perhaps as many as seven million more Plessey shares, thereby increasing their holding to around 2 per cent. Plessey shares closed a net 1/4 off at 225 1/2p.

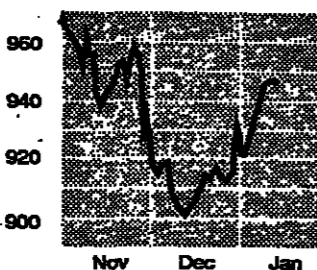
Dealers said the buying activity took place at 225p a share, the level of the GEC/Siemens bid. It came after Plessey shares had dipped to around 224p amid market speculation that the GEC/Siemens bid was about to be referred to the Monopolies Commission.

GEC shares were given a severe buffeting all day, and retreated to close 7 down at 212 1/2p after it was revealed in some media reports that STC, widely tipped as one of the possible participants in the consortium being assembled by Lazard, the merchant bank, was unlikely to. Turnover in GEC settled at 13m. But STC shares were heavily bought after the reports and ended the session a net 6 higher at 288p with almost 3m shares traded.

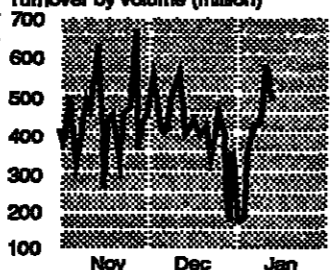
Dramatic finish

In a dramatic finale Peel Holdings snatched control of London Shop under the noses of an unnamed white knight and a possible rival bidder Land & Property Trust. During a hectic day's trading, a massive 25m London Shop shares changed hands as Peel successfully persuaded shareholders to sell out at 340p, leaving it with 56 per cent of its equity. The timetable of events went as follows: just after 11pm Land & Property Trust announced it would not launch a rival bid; Peel immediately went into the market for London Shop shares at 340p; at 12pm London Shop revealed it was in bid talks with a friendly third party; at 2pm Peel said it had won control of its target; and just before 5pm London Shop announced the termination of third party talks and accepted defeat. The end result was that Peel had paid £306m for a company

FT-A All-Share Index



Equity Shares Traded



it has been hunting since last November when it first took a stake in London Shop. The seal will be put on the deal when Peel's purchases have been verified by the receiving agent. At the close, London Shop was down 1 1/4 at 338p and Peel 7 easier at 267p. The identity of the mysterious third party was not immediately revealed.

Norton conjecture

Norton Opax moved into the spotlight as the market speculated on the reasons for the sale of the 25.6 per cent shareholding held by Maxwell Communication Corporation (MCC). The latter claimed it was part of the group's disposal programme, but persistent support of Norton Opax shares yesterday suggested there could be other motives. MCC plans a tender offer for the stake, which comprises ordinary and convertible shares, at a minimum price for the ordinary of 195p. The shares, 157p at the opening yesterday, quickly left that level behind as traders and investors reached their own conclusions. At the close, Norton Opax shares were 15 higher at 172p and those of MCC 2 firmer at 138p.

Ms Angela Bawtree, sector researcher at Warburg Securities, said this is a confusing situation and several possibilities arise. This could be a request of the Exchange Telegraph deal, which led to a takeover by United Newspapers, and that if a buyer were to emerge, there would inevitably be speculation of the purchaser making a full offer. MCC is unlikely to bid in the event of an unsuccessful auction, but its high valuation of Norton Opax should ensure further interest and upward momen-

turn in the shares, which after all could be the desired objective.

Assorted speculation

The Foods sector once again provided the market with a bid story as shares in Basset Foods, the confectionery group famous for its liquorice all-sorts and dolly mixtures sweets, soared on the news that the company had received a bid approach. Several companies were immediately mentioned by dealers as possible predators. Hillsdown was regarded by the market as a good bet, said one analyst, because Basset's would fit nicely alongside last year's acquisition, Jameson's Chocolates. Other names in the frame included Swiss giants Suchard and Nestle, and, less predictably, Thorntons, the UK chocolate manufacturer. At the close Basset was 10 1/2p higher at 400p and Thorntons 4 firmer at 138p. Analysts' deliberations on the British Petroleum share deal with the Kuwait Investment Office (KIO) began to influence investors yesterday. A brisk business was transacted in both classes of stock with the old improving to 254p and the partly-paid moving 1 1/2 higher to 151 1/2p, amid respective turnovers of 4.2m and 6.4m shares. Greene King stood out in the Brewing sector, closing 19 ahead at 468p. A dealer said that there was talk of a property revaluation by Greene King which would put a value of 800p on its shares. There was also a feeling in the market that if Elders failed to win Scottish and Newcastle it could turn to Greene King. Stories from Paris of possible resignations from the board of

Luis Vuitton Moët Hennessy of Mr Alain Chevalier, an ally of Guinness, was bad news for the drinks group said one analyst. It suggested, he said, that Guinness were losing control of the joint venture with LMVH which it holds with Flamenco Apache the French holding company and might find itself locked into a takeover. He said that would encourage Guinness shares to drift, a trend which would be strengthened because the company would soon enter the "close season" for buying back its shares. Yesterday Guinness fell 4 to 330p on volume of 12m of which at least 4m was said to have been bought by the company. Knick, the USM-quoted group, climbed 4 to 48 1/2p, following favourable comment on its annual figures released on Tuesday. Stores were busily traded on news of downgradings and profits announcements. Body Shop led the way with better-than-expected interim profits of 23.3m. The shares initially gained 16 points, but as the market realised that the figures were only up to last September, and therefore did not include the impact of higher interest rates or the effect of competition from Boots' new range of health products, the price eased back to close at 512p, a net gain of just 3 pence. Another niche retailer, Sock Shop, disappointed with a 49.5 per cent jump in half yearly profits to £2.6m, and the shares fell 8 to 160p. Next slipped 2 to 133p as the company hosted a presentation in Leicestershire for City analysts. Mr Paul Smiddy of Kleinwort, Benson said after meeting with Next that although he was keeping his forecast for 1988/9 profits at 57m, "the downside remained far greater than the upside."

Smith & Nephew made early gains following a press report which predicted a dawn raid yesterday by Ciba Geigy, the Swiss pharmaceutical group. When this failed to materialise the price fell to close down 3 1/2 at 122 1/2p on volume of 11m shares. A marketmaker said that some investors who had bought stock following a recent broker's buy recommendation took their profits. Bechams advanced 7 to 488p on volume of 1.9m, helped by a buy recommendation from Hoare Govett. Dealers also said that demand had been encouraged by activity in the traded options market. Glaxo, however, reacted 21 to 1081p on profit taking. A renewed flurry of speculation centred on George Wimpey dragged the whole of the Building sector higher. Even stocks not regarded as bid candidates benefited. Wimpey rose 9 1/2 to 287 1/2p on tales that the Grove Trust was going to sell part of its 35 per cent holding, a move which would put the company into play.

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In a bigger-than-usual turnover of 5.6m shares, Telecom gradually improved to end the session 4 higher at 287p. Several companies under heavy selling pressure as speculation swept the market that a television programme to be screened tonight will reveal details that a poisonous bacteria may have infected meat products and some pre-packaged foods in a number of supermarkets. One broking house, after talking with Thames TV, said that the series "This Week" had conducted a survey of some supermarket groups and had claimed to have found traces of the damaging bacteria. Among those stocks market-makers reported as unsettled by news of the programme were Hillsdown, down 10 at

241p, Northern Foods, 9 easier at 267p on turnover of 4m shares, Argyll, 4 weaker at 184p, Sainsbury, 3 lower at 204p, and Dalgety, down 3 at 312p. Southern Business Group, the photocopier and vending machine contractor, leapt 20 to 357p after reporting profits of 26.5m, well above City expectations of 25.2m. The appointment of Dr Alan Watkins as chief executive-elect of Hawker Siddeley when Mr Bernard Bessly retires later this year was deemed good news. Dr Watkins is the moving force behind Lucas Industries' aerospace operations, and is largely responsible for the group's success in the US, according to Mr Robert Speed by Phillips & Drew. "Clearly this is a blow for Lucas but they

still have a strong team there," a marketmaker said. Hawker shares consolidated the recent gain at 564p, but those of Lucas fell to 530p before rallying to 535p, down 8 on the session. ERF, the commercial vehicle manufacturer, dipped 21 to 385p following the call for fresh funds of \$6.1m through a rights issue. An accompanying confident statement on prospects coupled with a final dividend forecast failed to impress. WPP, the advertising agency, reacted 7 to 572p on fears that the group may be contemplating further overseas expansion through the acquisition of the Ogilvy Group. The latter has responded strongly to takeover speculation this week in over-the-counter trading on Wall Street. International City Holdings

FINANCIAL TIMES STOCK INDICES

Table with columns for Jan 11, Jan 10, Jan 9, Jan 8, Dec 85, Dec 84, Year, 1988/89, and Since Compilation. Rows include Government Secs, Fixed Interest, Ordinary, Gold Index, Ord. Div. Yield, Earning Yield, P/E Ratio, SEAO, Equity Turnover, Equity Bargains, and Shares Traded.

TRADING VOLUME IN MAJOR STOCKS

Table showing trading volume for various stocks including Anglo, BHP, British Telecom, etc. Columns include Stock, Value, and % Change.

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BUSINESS LAW

Procedure for greater civil justice

By A.H. Hermann, Legal Correspondent

The Lord Chancellor wants to have a Government decision on the legislation necessary for a reform of civil procedure before the summer recess of Parliament. Even if his proposals are published in early spring, there will be not much time left for comment and discussion. It would be a pity if the actual and potential users of legal services were caught speechless. For this reason, it might be useful for the business community not to wait until a paper, whether green or white, is out, but to give some thought to the main issues now.

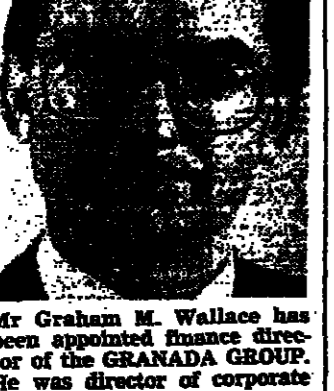
One of the issues on the Lord Chancellor's agenda is the revamping of pre-trial procedure. As 90 to 95 per cent of all disputes brought to court are settled without a trial, the rules of the pre-trial procedure are of greater importance. These determine to a large extent not only the cost and time necessary for resolving disputes, but also have certain characteristics more or less favouring a fair solution.

At present, judges or masters of the High Court play only a very minor part in the pre-trial procedure. It is left to the parties - that is, as a rule, to their solicitors - to determine the pace and the information made available to the other side. The result is that mental and financial stamina, rather than the legal merits of the case, mostly decide the outcome. Any reform should aim not only at greater efficiency but also at a greater fairness in the pre-trial procedure.

The recommendation contained in the consultative document of the Review of Civil Justice, initiated by Lord Hailsham when he was Lord Chancellor, and the pronouncements of Lord MacKay, the present holder of that office, indicate a tendency towards a "cards on the table" pre-trial procedure. Parties should be given the right to demand from their opponents not only documents relating to the dispute but also a list of witnesses to be called and a summary of the expected testimony. Lord MacKay seems to be more ready than his predecessors to consider various forms of contingent fees - as used in Scotland, where there are no rules preventing lawyers from accepting cases "on specula-

APPOINTMENTS

New chief executive for Hawker Siddeley



Mr Peter Leslie (above) who has been appointed chairman of the COMMONWEALTH DEVELOPMENT CORPORATION for three years from July 1 in succession to Lord Kinderley. Mr Leslie is deputy chairman of Barclays Bank, chairman of the Export Guarantees Advisory Council and chairman of the Overseas Development Institute.

Renault UK managing director

RENAULT UK's financial director, Mr Christian Esteve, is to succeed Mr Lotte Caperan as managing director. Mr Caperan is returning to Paris to become commercial director of Renault France, succeeding Mr Guy Bergaud who has been promoted to marketing director. Mr Esteve joined Renault in 1984 when he co-ordinated

Mr David Port has been appointed chief executive of BRITISH FUELS, Harrogate. He was finance director.

Mr Peter Walker has been appointed chief engineer for the PORT OF FELDKSTOWE, a P&O Group company.

Mr Edwin Swatman, previously sales director of Subaru (UK) and Isuzu (UK), both in the I.M. GROUP, has been appointed managing director of both companies.

Mr Leslie Gunde has been appointed head of business information at GKN, to provide economic and market intelligence to the main board. He was senior economist, Europe and international policy division, CBI.

Mr Chris Morley has joined AGB PROLOG (formerly Mander Walsh) as merchandise director. He was with KB Import and Export.

Other market statistics, including FT-Actuaries Share Index and London Traded Options, Page 28

FT UNIT TRUST INFORMATION SERVICE

Current Unit Trust Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 01-825-2128

AUTHORISED UNIT TRUSTS

Table listing various unit trusts such as Abbey Unit Trust, Abstract Management Ltd, and others, with columns for unit price and other details.

Table listing unit trusts including Blythwood Unit Trust, Blythwood Unit Trust, and others, with columns for unit price and other details.

Table listing unit trusts including Equitable Unit Trust, Equitable Unit Trust, and others, with columns for unit price and other details.

Table listing unit trusts including Gannett Unit Trust, Gannett Unit Trust, and others, with columns for unit price and other details.

Table listing unit trusts including Lloyds Unit Trust, Lloyds Unit Trust, and others, with columns for unit price and other details.

Table listing unit trusts including Midland Unit Trust, Midland Unit Trust, and others, with columns for unit price and other details.

Table listing unit trusts including Provident Capital Fund, Provident Capital Fund, and others, with columns for unit price and other details.

Table listing unit trusts including Scottish Equitable Fund, Scottish Equitable Fund, and others, with columns for unit price and other details.

GUIDE TO UNIT TRUST PRICING. A section explaining the pricing of unit trusts, including how to calculate the net asset value and the effect of charges.

FT UNIT TRUST INFORMATION SERVICE

Current Unit Trust Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 01-925-2128

Main table of unit trust information with columns for Unit Name, Price, and other details. Includes sections for 'OTHER UK UNIT TRUSTS' and various insurance-related trusts.

INSURANCES

Table listing various insurance companies and their unit trusts, including details on policy types and prices.

Continued on next page

FT UNIT TRUST INFORMATION SERVICE

Table of FT Unit Trust Information Service listing various unit trusts with columns for Name, Price, and other financial details.

LONDON SHARE SERVICE

Table of London Share Service listing British Funds, Foreign Bonds & Rails, and other financial instruments with columns for Name, Price, and other details.

OTHER OFFSHORE FUNDS

Table of Other Offshore Funds listing various offshore investment funds with columns for Name, Price, and other details.

Table of Money Market Trust Funds and Money Market Bank Accounts listing various financial products with columns for Name, Price, and other details.

Latest Share Prices are available on FT Cityline. To obtain your free Share Code Booklet ring the FT Cityline help desk on 01-925-2128

AMERICANS - Contd

Table of American stock prices including companies like IBM, Microsoft, and General Electric.

CANADIANS

Table of Canadian stock prices including companies like Alcan, Inco, and Northern Telecom.

BANKS, HP & LEASING

Table of financial institutions and leasing companies including Citicorp, Citicredit, and Finance Trust.

BEERS, WINES & SPIRITS

Table of beverage companies including Anheuser-Busch, Heineken, and Carlsberg.

BUILDING, TIMBER, ROADS

Table of construction and infrastructure companies including Bechtel, Fluor, and Parsons.

BUILDING, TIMBER, ROADS Contd

Continuation of construction and infrastructure companies.

CHEMICALS, PLASTICS

Table of chemical and plastic companies including Dow Chemical, DuPont, and Eastman.

DRAPERY AND STORES

Table of retail and clothing companies including J. J. Child, J. Van Meter, and J. P. Morgan.

BUILDING, TIMBER, ROADS

Continuation of construction and infrastructure companies.

LONDON SHARE SERVICE

ELECTRICALS

Table of electrical companies including British Telecom, British Gas, and British Airways.

ENGINEERING - Contd

Continuation of engineering companies.

INDUSTRIALS (Miscel.) - Contd

Continuation of industrial companies.

INDUSTRIALS (Miscel.) - Contd

Continuation of industrial companies.

FOOD, GROCERIES, ETC

Table of food and grocery companies including Unilever, Nestle, and Cadbury.

HOTELS AND CATERERS

Table of hotel and catering companies including Intercontinental, Hilton, and Holiday Inn.

INDUSTRIALS (Miscel.)

Table of various industrial companies.

INDUSTRIALS (Miscel.) - Contd

Continuation of industrial companies.

INSURANCES

Table of insurance companies including Royal Indemnity, Commercial Union, and Norwich Union.

LEISURE

Table of leisure and entertainment companies including British Skyways, British Rail, and British Telecom.

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LONDON SHARE SERVICE

Latest Share Prices are available on FT Cityline. To obtain your free Share Code Booklet ring the FT Cityline help desk on 01-625-2128

LEISURE - Contd. Table listing various leisure companies such as British Skyways, British Airways, and others with their respective share prices and changes.

PROPERTY. Table listing property-related companies like British Land, Granada, and others.

TEXTILES - Contd. Table listing textile companies such as J. H. Raynes, J. W. Jones, and others.

TRUSTS, FINANCE, LAND - Contd. Table listing various trusts, finance, and land companies.

OIL AND GAS - Contd. Table listing oil and gas companies like British Petroleum, Shell, and others.

MINES - Contd. Table listing mining companies such as Anglo American, De Beers, and others.

MOTORS, AIRCRAFT TRADES. Table listing motor and aircraft trade companies like Rover, Jaguar, and others.

Commercial Vehicles. Table listing commercial vehicle companies like Leyland, DaimlerChrysler, and others.

TOBACCO. Table listing tobacco companies like J. W. Jones, J. H. Raynes, and others.

TRUSTS, FINANCE, LAND. Table listing various trusts, finance, and land companies.

OVERSEAS TRADERS. Table listing overseas trading companies like Anglo Siam, Anglo Dutch, and others.

PLANTATIONS. Table listing plantation companies like Guthrie & Co., Guthrie & Co., and others.

NEWSPAPERS, PUBLISHERS. Table listing newspaper and publishing companies like News International, Newsprint, and others.

SHIPPING. Table listing shipping companies like British Overseas Airways, British Airways, and others.

SHOES AND LEATHER. Table listing shoe and leather companies like J. W. Jones, J. H. Raynes, and others.

SOUTH AFRICANS. Table listing South African companies like Anglo American, De Beers, and others.

TEXTILES. Table listing textile companies like J. H. Raynes, J. W. Jones, and others.

TRADITIONAL OPTIONS. Table listing traditional options and 3-month call rates.

PAPER, PRINTING, ADVERTISING. Table listing paper, printing, and advertising companies like Newsprint, Newsprint, and others.

SHIPPING. Table listing shipping companies like British Overseas Airways, British Airways, and others.

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REGIONAL & IRISH STOCKS. Table listing regional and Irish stocks with their respective share prices and changes.

This service is available to every Company stock in an Stock Exchange throughout the United Kingdom for a fee of 80p per annum for each stock.

CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Dollar retreats on intervention

THE FOREIGN exchange market backed away from a confrontation with central banks yesterday, taking the dollar down in spite of continuing strong sentiment surrounding the US currency.

This stemmed the dollar's rise, and the currency was already well below the day's high when a wave of central bank intervention began around lunch time.

capacity utilisation and current labour conditions. He added that the dollar, currently supported by higher short term rates, could fall by 5 to 7 p.c. this year.

FINANCIAL FUTURES

Sterling prices move higher

SHORT STERLING futures finally broke through resistance at 87.18 in the March contract yesterday to finish at their best level for two weeks.

pond's latest rise against the D-Mark, helped to push values up to 87.20. This triggered some strong demand up to a high of 87.24, and the price closed at 87.23 against 87.12 on Tuesday.

Elsewhere, UK gilt futures edged firmer, underpinned by sterling's rise. But the extent of the rise was muted. Fears about rising inflation were rekindled after the rejection of a pay offer made to Jaguar car workers.

On Bank of England figures, the dollar's exchange rate index fell to 86.4 from 86.5.

£ IN NEW YORK

Table with columns for Jan 11, Jan 12, and Jan 13, showing exchange rates for various currencies.

STERLING INDEX

Table showing Sterling Index values for Jan 11 and Jan 12 across different categories.

CURRENCY RATES

Table of currency rates for various countries including Canada, Australia, and others.

CURRENCY MOVEMENTS

Table showing currency movements and changes in various currencies.

OTHER CURRENCIES

Table of other currencies including Japanese Yen, Hong Kong Dollar, and others.

MONEY MARKETS

UK rates steadier

A SHARP rise in the value of sterling failed to have much impact on UK interest rates yesterday. With consumer spending remaining high and inflation unlikely to have yet reached a peak, the market sees little chance of reduction in base rates in the short term.

The morning of £216m through outright purchases of eligible bank bills. These comprised £174m in band 1, £15m in band 2, £10m in band 3 and £17m in band 4, all at unchanged rates.

A further revision took the forecast to a shortage of around £200m but there was no assistance during the afternoon.

In Frankfurt, the Bundesbank allocated DM13.5bn at its latest sale and repurchase tender. This matched a previous maturing facility. Investors had expected the Bundesbank to allocate a smaller amount, thereby tightening liquidity supply and pushing domestic rates higher.

FT LONDON INTERBANK FIXING

Table showing FT London Interbank Fixing rates for various currencies.

MONEY RATES

Table of money rates for New York, London, and other markets.

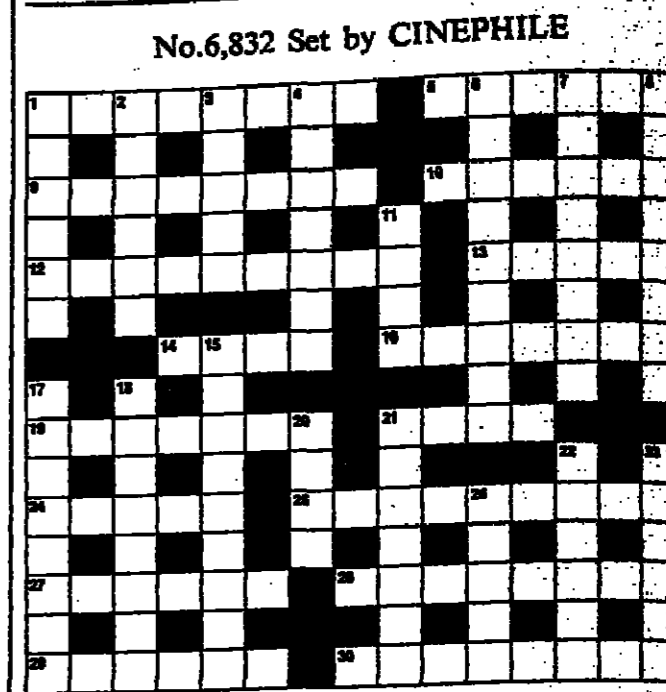
LONDON MONEY RATES

Table of London Money Rates for various financial instruments.

BASE LENDING RATES

Table of base lending rates for various banks and institutions.

CROSSWORD



- 1 Polite disagreement won by ... (5,3)
2 ... Protector of Catholic spy, healthy after fruit (6,8)
3 Shelter for your head in a squall area (9)
4 Flower associated with tall, bushy? (9)
5 I enter cleaning lady for job at university (5)
6 Repeat the chorus without much thrust (4)
7 Jazz musician and buff within call (7)
8 21 Sinking ball abandoned in garden structure (7,4)
9 Compass course has an odd sound (5)
10 Award includes coath' for cake used as drug (9)
11 Barbarian Alaric's categorisation as "Goth" for example (6)
12 Fully for policeman walking on the front? (5)
13 Embargo on an article of fruit (6)
14 Break in hair style (8)
15 Hiding place for model with prestige (6)
16 I shrinks, wanting to live (5)
17 Black look is reduced (5)
18 All Black losing head at speed (7)
19 Cyclic clue to ast at home in Oxford? (4,5)

Solution to Puzzle No. 1288
DOWN
1 POLITE
2 ...
3 SHELTER
4 ...
5 ...
6 ...
7 ...
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9 ...
10 ...
11 ...
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JOTTER PAD

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COATINGS & PAINTS WORLDWIDE

The Financial Times proposes to publish this survey on: Wednesday, 1st March 1989. For a full editorial synopsis and advertisement details, please contact: BRIAN HERON or PHILIP DODSON on 061 834 9381 (telex 666813) or write to: Financial Times, Alexandra Buildings, Queen Street, Manchester M2 5HT.

FINANCIAL TIMES EUROPE'S BUSINESS NEWSPAPER

SWITZERLAND

MONDAY, 3rd APRIL 1989. This survey will focus on the Swiss economy, politics, industry, exports and, last but not least, Switzerland's position with respect to the European Community. For further information please contact: GUNTER BREITLING FINANCIAL TIMES LTD, 15 rue due Cendrier on Geneva tel. 311 604 or Patricia Surridge on 248-8000 Ext 3426. FINANCIAL TIMES EUROPE'S BUSINESS NEWSPAPER

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Handwritten note: "Lisboa 1.50"

NYSE COMPOSITE PRICES

Table of NYSE Composite Prices listing various stocks with columns for stock name, price, and change. Includes a 'Continued from previous page' note.

Notes explaining the data: Sales figures are unofficial. Yearly highs and lows reflect the current year's trading day. Where a split or stock dividend is indicated, the price is shown as a percentage of the pre-split price.

OVER-THE-COUNTER

Nearest national market, 3pm prices January 11

Table of Over-the-Counter prices listing various stocks with columns for stock name, price, and change.

AMEX COMPOSITE PRICES

3pm prices January 11

Table of AMEX Composite Prices listing various stocks with columns for stock name, price, and change.

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AMERICA

Wariness about 2,200 level restrains Dow

Wall Street
THE psychological stranglehold on the equity market of the 2,200 level on the Dow Jones Industrial Average tightened yesterday, as once again stocks tried to surmount this obstacle and failed, writes Janet Bush in New York.
This level, which has no technical significance, seems to have spooked the market. The Dow started on a rising note yesterday and was quoted at a morning high of just over 6 points up at exactly 2,200.
It started slipping back almost immediately. By 2 pm, the index hovered virtually unchanged from Tuesday's close, 1.25 points higher at 2,194.66. Volume was relatively subdued at 85m shares.
The equity market's new year rally looks increasingly out of steam. There has been a

combination of favourable factors including a relatively stable bond market, strong dollar in spite of central bank intervention and healthy gains in stock markets overseas. Yet the US market has not been able to benefit.
The longer the market fails to advance from current levels, the more technically weak it becomes. So far, although the rally has stalled, there has not been any significant selling pressure.
One drag on the market yesterday was the dollar, which fell after a round of concerted intervention by several central banks including the US Federal Reserve, the Bundesbank and the central banks of Britain, Switzerland, the Netherlands, Belgium and Italy. This is the first time this year that a large number of central banks have acted in concert.
Currency policy within the

Group of Seven leading industrial nations is a major talking point, particularly in view of the visits to Washington this week by Mr Nigel Lawson, UK Chancellor of the Exchequer, and Mr Gerhard Stoltenberg, West Germany's Finance Minister. There appears to be a major effort within the G7 to dispel speculation of a policy rift between its members both through public comments and through co-ordinated intervention.
Among featured stocks was Procter & Gamble, which slumped 81 to 87 1/2 in spite of the announcement of an increase in its quarterly dividend to 80 cents a share from 70 cents. The reason was the news that the company had decided to strengthen its defences against any hostile takeover by establishing a \$1bn leveraged employee stock option plan which would

increase the ESOP's stake in the company to 20 per cent from 14 per cent.
Millipore dropped 3 1/2 to 31 1/2. The company said that it expected to report an increase in net sales in the fourth quarter of about 11 per cent, compared with analysts' estimates of 13 per cent to 15 per cent.
Raychem also suffered from earnings disappointment and the company's stock plunged 5 1/4 to 53 1/4 after news that it expected earnings for the second fiscal quarter to be significantly lower than a year ago.
Phelps Dodge, in contrast, added 3/4 to 52 1/2. The company's chairman said the board was considering raising its annual dividend of 40 cents a share and estimated that net income in 1988 had doubled that of 1987.
Emery Air Freight moved 3/4 higher to 36 1/2. The com-

pany declined to comment on heavy activity in the stock, although it said there was no corporate news pending.
H.B. Fuller, a manufacturer of industrial adhesives, fell 1/4 to 22 1/2 in over-the-counter trading after reporting net fiscal fourth quarter earnings of 51 cents a share, down from 76 cents a year earlier.
Canada
RISING gold and base metal shares helped Toronto recover from early losses prompted by falling oil issues and make a modest advance by mid-session.
The composite index, which had fallen about 4 points in earlier trading, rose 9.7 to 3,454.2.

ASIA PACIFIC

Nikkei hits another peak after early profit-taking

Tokyo
BUOYANT demand won the day, overcoming an initial move to take profits, and led share prices to another record high yesterday for the third consecutive session, writes Michio Nakamoto in Tokyo.
The Nikkei average began to slip soon after the opening, as hesitation over dangerously high prices set in, moving to a low of 30,908.88. The correction was short-lived, however, and the Nikkei recovered to a record close of 31,143.45, up 136.94, after peaking at a high for the day of 31,243.57.
Broad-based buying saw advancing issues lead declining ones by 585 to 333 while 164 issues were unchanged. Turnover was still very strong at 1,520m shares, though modestly lower than the 1,630m traded on Tuesday.
The Topix index of all listed shares rose 14.35 to 2,442.10 and in London the FTSE 100 index gained 0.4 to 2,022.13.
Early profit-taking set in early on the belief that the market had risen too quickly and was ready for a rest. Foreign buying cushioned the profit-taking, however, said Mr John Courtney, a salesman at W.I. Carr, adding that foreigners were now very bullish on the Japanese market.
Arbitrage by foreign securities firms, buying heavily into financial stocks, also helped push up the Nikkei average considerably.
The bullish sentiment that supported the market's rise to record highs on Monday and Tuesday was still present, analysts said. "Fear of high share prices was, in the end, overcome by strong buying demand," said Mr Mitsuru Maekawa of Jardine Fleming.
Institutional investors who had been raising their cash positions on the assumption that they would be able to buy cheaply when prices slumped after the Emperor's death - were so eager to buy that as soon as prices fell even modestly they could not keep still, said Mr Norio Watanabe, director at Credit Suisse Investment Advisory Co.
Pharmaceuticals were widely selected as underperforming blue chips and also on the strength of better earnings

prospects. Daiichi Seiyaku, a leading pharmaceutical company, gained Y30 to Y3,170. Yamaguchi Pharmaceutical rose Y70 to Y4,170. Takeda Chemical added Y60 to Y2,820 and Dainippon Pharmacy advanced Y60 to Y2,410.
Financials maintained their upward trend, with Nomura adding Y80 to Y4,080 and Nikko rising Y80 to Y2,130 among securities. The Industrial Bank of Japan and Dai-ichi Kangyo Bank, Japan's largest city bank, both advanced Y100 to Y4,470 and Y3,500 respectively.
Textiles were popular as laggards and on expectations that they would report better earnings. There were attempts to link them to the defence theme as well, on the grounds that some make carbon fibre synthetics used for wing tips. Toho Rayon rose Y76 to Y945. Iwatsu Electric, leading maker of telephones for Nippon Telegraph and Telephone, the telecommunications giant, picked up Y110 to Y1,250 on speculation that the company would redevelop some of its property.
Large capital steels and ship-buildings were mixed. Kawasaki Heavy Industries, the most actively traded at 60.3m shares, gained Y16 to Y968 while Mitsubishi Heavy Industries, second in volume terms at 55m shares, closed unchanged at Y1,110.
Broad-based buying lifted share prices in Osaka where the OSX average closed above 29,000 for the first time, at 29,151.56, up 221.29. Volume of 143.2m shares was substantial, though lower than the 191.7m traded on Tuesday. Iwatsu Electric gained Y180 to Y1,240 and Osaka Gas rose Y28 to Y887.

much of it from Europe. The Hang Seng index climbed 40.14 to 2,873.52 to its third post-crash high in a row, and turnover edged up from Monday's heavy HK\$1.71bn to HK\$1.87bn.
The more broadly based Hong Kong index improved 24.95 to 1,894.33.
Utilities showed the biggest gains, with China Light rising 70 cents to HK\$14.70 and Hong Kong Telecom up 25 cents at HK\$3.85. Banks did well, with Hongkong Bank the most active stock, climbing 15 cents to HK\$6.70 on 14m shares traded.
Some properties picked up interest in the afternoon, with Sun Hung Kai up 20 cents at HK\$13.90. Hongkong Land, however, lost 5 cents to HK\$8.80.
AUSTRALIA failed to pursue the gains of the last four days and eased back in the wake of losses on Wall Street and weaker metal prices. The All Ordinaries index shed 2.4 to 1,499.4 and turnover fell to a thin 72m shares, worth A\$141m.
Most price movements were narrow. ANZ bank was again the most active stock, easing 3 cents to A\$6.40 on 3.13m shares, while National Australia Bank rose 2 cents to A\$6.30. Retailer David Jones dropped 20 cents to A\$7.80 after rising 40 cents on Tuesday. BHP was active, ending steady at A\$7.34.
Golds were mixed, with Kidston up 2 cents at A\$2.53 and Placer Pacific off 7 cents at A\$2.17.
SINGAPORE managed to recoup early losses as profit-taking took prices to lower levels, prompting buying, and the Straits Times industrial index closed 2.09 points higher at 1,055.59.
Institutions focused on industrial, property and shipping stocks, and turnover slipped to 51.3m shares from 64.2m on Tuesday.
Far East Levington, a marine stock, was the session's most active, with 2m shares traded, rising 11 cents to S\$2.45.
TAIWAN racked up its largest gain of the year, with the weighted index climbing 198.2 to 5,669.06.

Stockholm gives budget a record welcome

The decision to abolish exchange controls has benefited equities, writes Sara Webb

THE Stockholm bourse rose for the third day running yesterday as the market continued to show approval of the Finance Minister's budget presented on Tuesday but looked in considerable detail at the weekend.
The Veckans Affarer total index scored another all-time high, inching up 2.5 to 1,276.7, and the Affarsvarlden index rose 1.8 to a record 1,033.0. Turnover reached 367m, down on Tuesday's high volume.
The main reason for the rise stems from the Government's decision to abolish all remaining exchange controls, allowing Swedes to invest in foreign securities and open bank accounts abroad while foreigners would be allowed to buy Swedish government bonds. There was some disappointment - which showed up in a slow market yesterday morning - over the fact that no

specific timetable for the changes was given. Mr Kjell-Olof Feldt, the Finance Minister, remained vague on the question though the market hopes to see the lifting of exchange controls by the end of 1989.
Interest rates on bonds fell

on the news, though most analysts expect to see them creep up again in the near future. They also believe the deregulation will serve to stimulate interest again in the stock market in the long term.
Stockholm's usual problem is that of surplus liquidity. The mutual funds, wage-earner funds and insurance companies are flush with money and are committed to investing some of it in the stock market.
"At the moment, no one dares sit on the sidelines," said one broker at Jacobson & Ponsbach. "Everyone has to be in the market."
As the opportunities for investing abroad have so far been limited to SEK30m in foreign equities, this has not taken pressure off the Stockholm exchange and has helped to push the index up and up.
Yet even when the regulations are relaxed completely,

1988 started with a drop of 4.5 per cent as the Finance Minister chose New Year's Eve to announce a one-off tax of 15 per cent on corporate profits. The tax will hit companies that derive most of their disclosed profits in Sweden - for example, the banks - though analysts warn that auto manufacturers like Saab-Scania and Volvo will also suffer.
However, the market was quick to recover and by yesterday had risen about 1.8 per cent since the start of 1989 and 54 per cent since the start of 1988. Analysts predict a strong market in January, but expect a fallback in the spring on economic uncertainty.
Foreign investors are showing interest in the Swedish blue chips, with Trelleborg, the industrial conglomerate, up 3 per cent yesterday as foreigners saw extra potential in the company's mines.
SOUTH AFRICA
MOST sectors were steady to firmer in Johannesburg yesterday, although gold shares closed mixed after some light profit-taking.
Osfil slipped 50 cents to R70.50 while Vaal Reefs rose R3.80 to R268.60.

EUROPE

Spotlight fixes on takeover plays

EXCITEMENT in European bourses yesterday was confined largely to takeover plays, although there were some welcome signs of activity, writes Our Markets Staff.
PARIS saw further consolidation - described by one analyst as "healthy" - as LVMH remained in the headlines on strengthening reports that its chairman would soon leave.
The expectations that Mr Alain Chevalier would quit LVMH within the next week kept the market busy anticipating what would happen to the luxury goods group, which yesterday added FF74 to FF3,894. Interest is focusing on whether it will be broken up and how.
Moulinex was strong after news that domestic household goods sales, covering white and brown goods, had risen by 10 per cent last year. The stock rose FF4 to FF117, with 145,600 shares traded.
Trading was suspended in holding company Ceras and financial group Dumenil Leblé amid expectations that the former would bid for the latter.
The CAC General index lost 2.3 to 394.1 and the CAC 40 index was quoted at 449.89, after 454.17 on Monday. It was unavailable on Tuesday.
MILAN ended virtually unchanged but the Comit index held above 600, adding just 0.01 to 600.38, with a number of conflicting corporate forces at play. Volume was said to be similar to Tuesday's

L170bn.
Cofide, the holding group for Mr Carlo De Benedetti's interests, saw its savings share price rise to L150 and L1,885, and some other stocks in his group were also firm. There were suggestions the gains were linked to the suspension in Paris of Ceras, the De Benedetti holding company in France, and Dumenil Leblé.
Some stocks in which a market will be made in London for the first time on Monday showed movements attributed partly to position-taking by the firms that will be dealing in them. Ferruzzi rose L67 to L3,032 after its bid to add L149 to L10,750 before climbing to L10,900 after hours. Generally, on the other hand, shed L115 to L44,180.
Insurer Ras, which climbed L190 on Tuesday on news of its scrip and bonus issues, shed L450 to L4,350.
FRANKFURT had a dull session with only narrow movements in most blue chips, but the indices managed small gains despite continued profit-taking in some stocks.
The FAZ index was up 1.83 at 527.78 and the DAX index edged up 7.51 to 1,353.42. Turnover was a quiet DM3.37bn.
After a very strong start to the year, many domestic institutions had made the investments they wanted and were taking a breather, said one analyst. Also, the strong dollar had appeared attractive until

the parallel weakness of the D-Mark began to raise concern that domestic interest rates might again have to be raised. In chemicals, Hoechst rose DM4.20 to DM308 on the second most active trading worth DM250m and Bayer added DM2 to DM308.50. There were rumours that a joint Hoechst-Bayer venture had found a treatment for the AIDS virus.
Thyssen rose 70 pfennig at DM190.50 after its Thyssen Stahl unit reported a DM342m profit last year compared with a loss of DM209m in 1988/87.
Utility RWE rose DM3.70 to DM255.20 after saying it would hold its dividend at DM6 on a slightly lower group net profits of DM776m in 1988 compared to DM778m the previous year.
BRUSSELS was led higher by the steel sector in busy trading, with the cash index advancing 35.2 to another all-time peak of 5,654.2. Cockoril gained BFr5 to BFr350 on turnover of 109,000 shares. Arbed rose BFr190 to BFr4,380 and Clabeco BFr50 to BFr1,800.
Wagons-Lits, the tourism group, rose BFr150 to BFr7,800 amid speculation that Sodeho, the French restaurant group, had taken a 15 per cent stake.
MADRID gained ground as investors moved back into the market after the long holiday period, boosting volumes and sending share prices up by a larger amount than expected.
The general index added 1.64 to 276.13 and turnover was estimated at higher than Tuesday's Pta 7bn, after levels around Pta 5bn last week. One analyst said many people had extended their year-end holidays to last weekend's Epiphany holiday and were now returning to the market. But any optimism was still clouded by worries over interest rates and ongoing union/government wage negotiations.
In insurance, Mapfre rose 50 points to 1,400 of par and Penik climbed 110 to 2,450. Tabacera, which underperformed in the latter half of last year, put on 29 to 700 amid continuing positive news for the company.
ZURICH was weaker initially by the increase in domestic bank time deposit rates to 4% per cent, a rise of 1/4 point, but managed to claw back losses by the finish. Attention focused on bearer shares after a spell of interest in participations certificates. The Credit Suisse index ended 1.1 higher at 536.0.
Ciba Geigy, declining to comment on rumours it was interested in bidding for Britain's Smith and Nephew, saw its shares rise SF50 to SF2,900.
AMSTERDAM was quiet, ending slightly easier on further profit-taking, with the CBS tendency index off 0.4 at 156.6.
Unilever, which had traded lower, picked up in late trade on US rumours of a bid for its takeover talks with Fibergel. It added 20 pfennig to F120.40.

FT-ACTUARIES WORLD INDICES

Jointly compiled by The Financial Times Limited, Goldman, Sachs & Co., and County NatWest/Wood Mackenzie in conjunction with the Institute of Actuaries and the Faculty of Actuaries

Table with columns: NATIONAL AND REGIONAL MARKETS, TUESDAY JANUARY 10 1989, MONDAY JANUARY 9 1989, DOLLAR INDEX. Rows include Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Hong Kong, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, New Zealand, Norway, Singapore, South Africa, Spain, Sweden, Switzerland, United Kingdom, USA, Europe, Nordic, Pacific, World Ex, World Ex US, World Ex. So. Ar., World Ex. Japan, The World Index.

Base values: Dec 31, 1986 = 100; Finland: Dec 31, 1987 = 115.037 (US \$ Index), 90.791 (Pound Sterling) and 94.94 (Local); Nordic: Dec 30, 1988 = 139.62 (US \$ Index), 114.42 (Pound Sterling) and 123.18 (Local). Copyright: The Financial Times Limited, Goldman, Sachs & Co., and County NatWest/Wood Mackenzie. Latest prices were unavailable for this edition.

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